

CHAPTER 6.00 - PERSONNEL

6.242*

FAMILY AND MEDICAL LEAVE

POLICY:

- (1) In compliance with the Family and Medical Leave Act of 1993, full-time school employees are entitled to take up to twelve (12) weeks unpaid leave. The amount of leave available for an eligible employee is calculated by using a “rolling” twelve month period measured backward from the date an employee uses any such leave. This leave is available only for the following reasons:
 - (a) The birth of the employee’s child;
 - (b) The placement of a child with the employee for adoption or foster care;
 - (c) To care for the employee’s spouse, child or parent who has a serious health condition; or,
 - (d) A serious health condition rendering the employee unable to perform his/her job.
- (2) Employees are to provide at least 30 days notice, if possible, of their intention to take leave. Medical certification that the leave is needed is required for the employee’s own serious health condition or that of a family member. The School Board will continue the employee’s health insurance under the same conditions as if the employee were working. Upon returning from leave, the employee will be restored to the same or equivalent position with equivalent pay, benefits, and other terms and conditions of employment.

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STATUTORY AUTHORITY: 230.22(2), F.S.

LAWS IMPLEMENTED: 231.39, F.S.
The Family and Medical Leave Act of 1993; Part 825 of the Code of Federal Regulations, Title 29, U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division

HISTORY:

Adopted: January 14, 1999 Revision Date(s): October 7, 2003; February 9, 2010 Formerly:
