

TENTATIVE AGREEMENT

203 CHILD CARE LEAVE

A leave of absence without pay may be requested and shall be granted to a teacher for the purpose of caring for a newborn or newly adopted child. The length of the child care leave shall be for up to twelve (12) weeks, or the teacher may continue child care leave for the balance of the first semester or the balance of the current school year. The leave of absence without pay for a newly adopted child may include such time as may be necessary, as approved by the Superintendent, to finalize the adoption and/or to have the child placed in the care and custody of the adopting teacher.

Requests for child care leave shall be made thirty (30) days prior to the expected date of the birth or adoption of the child. If the date of birth or adoption requires leave to begin in less than thirty (30) days, the teacher shall provide notice as soon as practicable. Child care leave shall begin when the child is born or received unless the employee is eligible for sick leave under Article 306 of this Agreement, in which case child care leave will begin following the period of sick leave. When fewer than thirty (30) days remain in the balance of the current school year, the teacher may request the leave be extended through the entire first semester of the next school year or the entire next school year. Such request shall be granted if made at the commencement of the teacher's leave.

Child care leave must be taken within twelve (12) months after the child's birth or placement in a single block of time. If a teacher requesting child care leave is considered an eligible employee under FMLA, the District will maintain the teacher's health benefits coverage consistent with the FMLA. Spouses who are both employed by the District will be limited to a combined total of twelve (12) weeks of paid health benefits coverage within any twelve (12) month period for purposes of leave taken for child care.

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Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

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