

FAMILY AND MEDICAL LEAVE ACT

All employees are expected to maintain a record of consistent attendance and promptness in attending to their assigned schedule and responsibilities. It is the intent of the board to provide appropriate leave to attract and retain qualified professional staff, and as required by state or federal law. Employees subject to a collective bargaining agreement are entitled only to those leaves and absences contained in the agreement then in effect, and those mandated by law.

Family Medical Leave Act: The District will comply with the provisions of the federal Family and Medical Leave Act ("FMLA")--as outlined in the District's Regulation GCBD-R and GDBD-R--to provide eligible employees with up to 12 weeks of unpaid, job-protected leave in any 12 month period, for the following reasons: (1) For incapacity due to pregnancy, prenatal medical care or child birth; (2) To care for the employee's child after birth, or placement for adoption or foster care; (3) To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or (4) For a serious health condition that makes the employee unable to perform the employee's job.. This policy applies equally to male and female employees. In general, New Hampshire and FMLA mandated leave entitlement, as well as those provided by District policy and/or a collective bargaining agreement covering District employees, run concurrently.

Military Family Leave Entitlements

Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemembers is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Employees have an obligation and responsibility to follow the proper notification procedures covering leaves and absences. Leaves of absence may be granted with or without pay at the discretion of the Board.

First Reading: April 15, 2009

Second Reading: May 6, 2009

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