

MATERNITY/PATERNITY/PARENTAL LEAVE

Maternity Leave

Sick leave for maternity purposes shall be available to any female employee who becomes pregnant. Such leave shall be allowed during such period of the pregnancy and a time immediately following termination of a pregnancy to safeguard the health of the mother and/or the child.

1. Reinstatement

An employee who has taken leave in accordance with this policy shall be assured reinstatement following the end of the period of time during leave.

3. Notice

An employee who becomes pregnant shall notify the superintendent or his designee regarding the pregnancy well in advance of the expected leave so that the district may make appropriate staffing decisions. When an employee is no longer pregnant, she shall notify their building administrator of this fact.

4. Benefits

An employee on maternity leave shall receive full pay and other benefits for a period of 12 contract days. After the initial twelve days, the employee can choose one of two options: return to work or use their sick leave to the extent and on the same basis as sick leave used for other purposes. Any additional leave granted by the district for maternity purposes beyond that shall be without pay or other sick leave benefit unless the provisions of the federally-mandated family leave policy apply.

Paternity Leave

Sick leave for paternity purposes shall be available to any employee whose spouse becomes pregnant. Such leave shall be allowed during such period of the pregnancy and a time immediately following termination of the pregnancy.

1. Reinstatement

An employee who has taken leave in accordance with this policy shall be assured reinstatement following the end of the period of time during leave.

3. Notice

An employee who becomes pregnant shall notify the superintendent or his designee regarding the pregnancy well in advance of the expected leave so that the district may make appropriate staffing decisions. When an employee is no longer pregnant, they shall notify their building administrator of this fact.

4. Benefits

An employee on maternity leave shall receive full pay and other benefits for a period of 12 contract days. After the initial twelve days, the employee can choose one of two options: return to work or use their sick leave to the extent and on the same basis as sick leave used for other purposes. Any additional leave granted by the district for maternity purposes beyond that shall be without pay or other sick leave benefit unless the provisions of the federally-mandated family leave policy apply.

Parental Leave

Child care leave of absence without salary and fringe benefits shall be granted to professional staff members without regard to the sex of the teacher for the purpose of child rearing, child care or adoption. An employee shall adhere to the following terms and conditions:

Child care leave may be granted for a period of time not to exceed a maximum of two consecutive school years. At the request of the personnel office, the granting of child care leave may require evidence of the leave. If the child care leave request is refused by the personnel office, the staff member may appeal to the Board of Education based upon written professional recommendation.

Notice of intent to return from child care leave shall be given to the personnel office while the employee is on leave and before April 1 preceding the school year the employee requests to return to work. Upon return from child care leave, the employee shall be reinstated on the salary schedule at the column and step he was on when he was granted such leave.

Provided required notice has been given of the employee's intent to return to work, the district shall reinstate the employee and place him on the salary schedule at the appropriate level. A teacher being reinstated shall be placed in a teaching position as nearly identical as possible to the position left at the commencement of the leave. In no event shall a teacher be placed in a position for which he is not qualified or certified.

The employee on child care leave may be permitted to substitute in the school district at the district-approved substitute rate of pay.

The provisions of the section shall apply after an eligible employee has used his entitlement of the federally-mandated family leave. Any days taken for family leave shall be deducted from the maximum of two consecutive years.

Lone Star School District 101

Nothing in their polity shall be construed to limit the powers or duties of the Board to employment decisions for the district including but not limited to non-renewing a contract of a probationary teacher.

Lone Star District 101, Otis, Colorado

Adopted: June 13, 1983
Revised: December 12, 1991
Revised: June 17, 1993
Revised: March 16, 1995
Revised: 4-9-2020

LEGAL REFS: 29 U.S.C. 2601 et seq (Family and Medical Leave Act of 1993)
42 U.S.C. 2000e-2(a) (Title VII of the Civil Rights Act of 1964)
C.R.S. 19-5-211 (adoption statute)
C.R.S. 24-34-402.3 (discrimination based on pregnancy, childbirth or related conditions)

CROSS REFS: AC, Nondiscrimination/Equal Opportunity
GBA, Open Hiring/Equal Employment Opportunity

Note: Federal law requires that there be no discrimination based on pregnancy or maternity in any district policies including sick leave.