

Parental Leave for BU 70 JROTC INSTRUCTORS

I. Sick Pay

BIRTH MOTHERS - Eligible for use of consecutive, accumulated sick pay on regularly-scheduled workdays during their medical recovery period, including pre- and post-partum periods of incapacity. Physician certification is required in instances where the birth mother is incapacitated prior to the delivery, or incapacitated beyond the customary medical recovery period following delivery. The customary medical recovery period begins on the day of delivery and continues for six calendar weeks following a vaginal delivery and continues for eight calendar weeks following a caesarian section delivery. **A physician note with the anticipated delivery date is to be submitted with the Leave of Absence Request Form.

ADOPTIVE PARENTS – Eligible for use of up to 15 accumulated sick days on regularly-scheduled workdays during a contract year, to attend to adoption procedures or care for a newly adopted child. Use of the 15 days does not need to occur consecutively. **A verification letter of an adoption process is to be submitted with the Leave of Absence Request Form.

BIRTH FATHERS – Eligible for use of up to 15 accumulated sick days on regularly-scheduled workdays, for the birth of a dependent child, within six weeks surrounding the birth of the child. **The anticipated delivery date is to be notated on the Leave of Absence Request Form.

II. Vacation Pay

Use of accumulated vacation pay may be requested, subject to pre-approval of the employee's supervisor, and must be used prior to the start of unpaid leave. Once the leave becomes unpaid, it remains unpaid for the balance of the leave.

III. FMLA (Family and Medical Leave Act)

If you qualify under the FMLA, you are eligible for reinstatement to the same or equivalent position on return from leave, and to continue receiving the District contribution towards your current medical and/or dental insurance premium, for up to 12 weeks of leave per twelve-month period. Leaves longer than 12 weeks will result in loss of District contribution towards insurance coverage, but you are still able to elect and continue coverage at your own expense under COBRA for up to 18 months.

NOTE: If a leave qualifies under the FMLA, it will automatically be granted to the employee, and run concurrent with other leaves provided by the District. FMLA-qualifying leaves will be counted towards your annual FMLA leave entitlement.

**Parental Leave for BU 70
JROTC INSTRUCTORS (continued)**

IV. MN Parental Leave Act

Up to six consecutive weeks unpaid leave beginning no later than six weeks after the birth or adoption, with return to previous job or equivalent position. Length of leave may not be reduced by period of accrued sick leave.

Leaves run concurrently unless otherwise noted.