

No. 335-AP

UNIONVILLE-CHADDS FORD SCHOOL DISTRICT

MATERNITY LEAVES - CHILD BEARING LEAVE

Child bearing leave is the specific period of time as defined on the physician's statement form. The period of disability begins based on the estimated delivery date, but it ends based on counting so many weeks after the actual delivery date. No sick days may be taken after the end of the "Disability Period" or before the date when the doctor indicates the disability period should begin. It would be assumed that the disability ended six weeks after delivery in the absence of any physician's statement. If someone wanted to call in sick for the week or two before the disability is to begin, it would be reasonable to presume that the person is ill. Any time off requested after the disability period would be child rearing leave. All benefits end, as well as earnings, after the disability period. In rare cases the Family Medical Leave Act might extend benefits one or two months beyond the disability period. Sick leave and Family Medical Leave benefits run concurrently.

Child rearing leaves, requested at the time of the associated disability leave, (emergency and exceptional cases excluded) may be granted by the School Board.

All child rearing leaves (or any other unpaid leaves) are to be approved by the School Board. The employee is on unpaid leave of absence after the physician has certified that the disability period is over.

The period of a child rearing leave "shall not exceed one calendar year, plus such additional time as to allow the leave to terminate at the beginning of a semester."