

## **Staff Maternity/Paternity/Parental Leave**

Maternity leave will be allowed immediately following the birth of the child(ren) or when medically necessary prior to the birth of the child(ren). The period of maternity leave shall not extend beyond the end date of the current school year. An employee on maternity leave shall be without pay or other benefits once the provisions of the federally-mandated family leave policy are exhausted. Family-medical leave runs concurrently with any other leave taken as a benefit through the district.

### **Parental leave**

Parental leave of absence may be granted to staff members regardless of gender for the purpose of child rearing, child care or adoption. Parental leave may be granted for up to the remainder of the current school year.

In determining whether to grant the leave request, the district will consider any special needs of the child, the staffing needs of the district and any other relevant factors. The district will grant a child care leave of absence without regard to the sex of the employee.

The request for leave will be made to the superintendent's office of the district. If the parental leave request is refused by the superintendent's office, the employee may appeal to the Board of Education.

If the leave is for the remainder of the current school year, notice of intent to return shall be given at least three months prior to the date the employee wishes to return to work. Upon return from parental leave, the employee shall be reinstated on the salary schedule at the column and step he or she was on when granted leave.

As long as proper notice has been given of the employee's intent to return to work, the district shall reinstate the employee and place him or her 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 or she is not qualified or licensed.

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

An employee who becomes pregnant shall be encouraged to notify the district regarding the pregnancy well in advance of the expected leave so that the district may make appropriate staffing decisions. An employee is expected to keep the District apprised of their intent to return.

Adopted: September 10, 2002  
Amended: May 12, 2009  
Amended: April 2, 2013  
Amended: May 11, 2022

LEGAL REFS.: 29 U.S.C. 2601 *et seq.* (Family Medical Leave Act of 1993)  
42 U.S.C. §2000e-2 (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