

14.10 Parental Leave:

The Paid Parental Leave program will provide up to five (5) days of paid leave to active teachers due to the birth of a child, or placement of a child for adoption. Employees may combine Paid Parental Leave with accrued Sick Leave and other approved leave types during their absence.

A. To be eligible for Paid Parental Leave, a teacher must formally apply for, meet Family Medical Leave Act (FMLA) eligibility requirements, and submit the appropriate FMLA form. Teachers who fail to meet the requirements shall be deemed ineligible for Paid Parental Leave. Any leave granted pursuant to this section will count toward the teachers' FMLA entitlement.

B. Paid Parental Leave may be used on any regularly scheduled workday falling within the contracted school year, within a period of six (6) weeks following the birth of the child or placement for adoption. The time period for utilization of the paid parental leave may be extended based on medical necessity, as indicated by the employee's physician.

C. Notice of an anticipated leave should be given at least 30 days in advance. If the employee learns of the birth or adoption less than thirty (30) days in advance, the employee shall give the notice as soon as reasonably possible.

D. Paid Parental Leave granted pursuant to this article shall only be applicable to contracted workdays and shall in no event extend beyond the end of the 196-day contracted work year or cause the employee to be paid in excess of the total salary allocated to be paid in the contract year. Paid leave under this agreement shall be paid at one hundred percent (100%) of the employee's hourly rate of pay for the standard workday.

TA'D on _____

_____ Holly Buchanan, BDS Chief Negotiator

_____ Aubrey Davey, ABCE Chief Negotiator

_____ Michael Petty, ABCE Executive Director