

## FAMILY MEDICAL LEAVE

The Board will provide leave to eligible employees consistent with the Family Medical Leave Act (FMLA). Eligible employees are entitled to up to 12 work weeks (or 26 work weeks to care for a covered service member) of unpaid family and medical in any 12-month period. The District will continue to pay the District's share of the employee's health benefits during the leave. In addition, the District will restore the employee to the same or a similar position after the termination of the leave in accordance with Board policy and/or relevant negotiated collective bargaining agreement.

In complying with the FMLA, the District will adhere to the requirements of applicable federal and state laws.

Additional information is contained in the regulations which follow this policy.

[Adoption date: April 15, 2010]

LEGAL REFS.: Family and Medical Leave Act of 1993; 29 USC 2611 2601 et seq.; 29 CFR Part 825  
ORC 124.38 (for city school districts only)  
3313.20;  
3319.08; 3319.09; 3319.13; 3319.131; 3319.14; 3319.141

CONTRACT REF.: Teachers' Negotiated Agreement