

MATERNITY LEAVE

The Fall Mountain Regional School District supports the continued employment of staff who are pregnant as long as their health allows. The District will grant to a pregnant employee (hereafter referred to as “the employee”) without a physician’s approval, the use of sick days for up to six consecutive calendar weeks. If the employee is absent for more than this period of time and needs to use additional sick days, the employee will be required to obtain a physician’s note for the additional days.

Use of sick days will begin with the employee’s first date of absence, which may not be more than two (2) weeks prior to the employee’s expected delivery date, unless approved by the employee’s physician, or if the employee chooses to take unpaid leave. Use of sick days will end when the six consecutive calendar weeks have passed. (Six consecutive calendar weeks equals forty-two consecutive calendar days, including any and all weekends, holidays, or any other non-school days.)

If an employee wishes to extend her leave, she may do so with the School Board’s approval. Such extensions will be unpaid time. If an employee is absent for more than twelve (12) consecutive calendar weeks and is taking unpaid time, the employee will be liable for all costs associated with her health and dental benefits during any and all months that are comprised entirely of unpaid leave.

FMRSD

Adopted: 12/8/69

Revised: 8/14/78, 5/10/82, 6/20/02, 3/27/06

Reviewed: 12/07