

FAMILY AND MEDICAL LEAVE

The District provides leave to eligible employees consistent with the Family and Medical Leave Act (FMLA). Eligible employees are entitled to up to 12 work weeks of family and medical leave in any consecutive 12-month period. The District continues to pay its share of the employee's health benefits during the leave. In addition, the District restores the employee to the same or an equivalent position after the termination of the leave in accordance with District policy.

In complying with the FMLA, the District adheres to the requirements of applicable Federal and Ohio laws.

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

[Adoption date: February 2, 2001]

LEGAL REFERENCES

Family and Medical Leave Act; 29 USC 2611 et seq.
ORC 124.38; 3313.20; 3319.08; 3319.09; 3319.13; 3319.141

CONTRACT REFERENCES

Teachers? Negotiated Agreement
Support Staff Negotiated Agreement
Other Negotiated Agreement

[NOTE: The rights established by the FMLA may not be diminished by any collective bargaining agreement. 29 USC 2652(b)]

NOTE: THIS IS A REQUIRED POLICY