

Section 5 – Maternity and Parental Leave

- 5.1 Disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery there from shall be treated as temporary disabilities, and the employee so disabled shall be eligible to use her accumulated sick leave during the period of disability, and shall be eligible for the benefits provided by Section 1 of this Article for absences necessitated by disability related to pregnancy, miscarriage, childbirth, and recovery. The length of the disability leave shall be determined and certified in writing by the employee and the employee's physician.
- 5.2 The District will also grant unpaid child care leave. The maximum length of such leave shall be twelve (12) months. However, if the employee's return date falls mid-semester, leave shall be extended such that the employee returns to work at the beginning of the next full semester. Unit members may request an extension up to twelve (12) additional months.
- 5.3 Unit members will be granted, upon request, two (2) days of absence with full pay at the time of the birth or adoption of his/her child. For multiple births or multiple adoptions, unit members will be granted, upon request, the above referenced two (2) days of absence with full pay for each child.