

## **Davis School District Policy and Procedures**

**Subject: 2HR-209 Postpartum Recovery and Parental Leave**  
**Index: Human Resources – Employee Legal Rights and Responsibilities**  
**Revised: June 3, 2025**

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### **1. PURPOSE AND PHILOSOPHY**

The purpose of this policy is to comply with Utah Code 53G-11-209 which requires the district to provide paid postpartum recovery leave and paid parental leave to qualifying employees. This policy provides guidance for compliance with the state law.

### **2. POSTPARTUM RECOVERY LEAVE**

- 2.1. Beginning July 2025, a postpartum recovery leave eligible employee receives paid postpartum recovery leave for each of the employee's contract days occurring during the three-week period beginning on the date of the child's birth. This paid leave is in addition to any sick leave and vacation/personal leave the employee has available. (The three-week period of paid postpartum recovery leave may start earlier than the date of birth if the employee's healthcare provider certifies that an earlier start date is medically necessary.)
- 2.2. Paid postpartum recovery leave runs concurrently with any leave authorized under the Family and Medical Leave Act.
- 2.3. The amount of paid postpartum recovery leave does not increase if the eligible employee has more than one child born from the same pregnancy.

### **3. PARENTAL LEAVE**

- 3.1. Beginning July 2025, a parental leave eligible employee receives three weeks of paid parental leave that may be used any time (including intermittently if desired) during the six-month period that begins the day on which:
  - 3.1.1. the parental leave eligible employee's child is born;
  - 3.1.2. the parental leave eligible employee adopts a child; or
  - 3.1.3. the parental leave eligible employee is appointed legal guardian of a child or incapacitated adult.
- 3.2. The amount of paid parental leave does not increase if the eligible employee has more than one child born from the same pregnancy, adopts more than one child, or is appointed legal guardian of more than one child or incapacitated adult.

### **4. GENERAL PROVISIONS**

- 4.1. In order to receive paid postpartum leave or paid parental leave approval, employees should follow the district's designated approval process.
- 4.2. Employees may not use more than three weeks of paid postpartum leave and three weeks of paid parental leave in any consecutive twelve-month period.

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**DEFINITIONS**

**“Postpartum recovery leave eligible employee”** means an employee who accrues paid leave in accordance with district leave policies and who gives birth to a child at 20 weeks or greater gestation.

**“Parental leave eligible employee”** means an employee who accrues paid leave in accordance with district leave policies who is (a) a birth parent, as defined by Utah Code 78B-6-103, (b) legally adopting a minor child (except when the employee’s spouse is the child’s pre-existing parent), (c) the intended parent of a child born under a validated gestational agreement under Utah Code Title 78b Chapter 15, Part 8, or (d) appointed the legal guardian of a minor child or incapacitated adult.

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**REFERENCES**

[Utah Code Ann. 53G-11-209](#) – Parental leave—Postpartum recovery leave—Leave sharing--  
Rulemaking.

[Utah Code Ann. 63A-17-511](#) – Parental leave—Postpartum Recovery leave

[Utah Code Ann. 78B-6-101](#) et. seq.—Utah Adoption Act

[Utah Code Ann. 78B-15-101 et. seq.](#)—Utah Uniform Parentage Act

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**FORMS AND OTHER LINKS**

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**RELATED POLICIES**

[2HR-207 Break Time for Nursing Mothers](#)

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