Duchesne County School District - Policy Proposal

3.0411.02 Maternity Leave

Existing Policy	Proposed Policy

3.0411.02
 	
MATERNITY LEAVE
 	
Maternity Leave is to be used for the mother's recovery and begins at the birth of the child. ~~Paid Maternity Leave is available only for contract work days listed on the employee's work calendar.~~
 	
1. Employees who qualify for paid leave benefits, and who ~~donated to the Sick Leave Bank that school/contract year~~, qualify for up to six (6) consecutive calendar weeks ~~(30 days)~~ of paid Maternity Leave for vaginal birth or up to eight (8) consecutive calendar weeks ~~(40 days)~~ of paid Maternity Leave for cesarean birth.
2. Other District leave options, both paid and unpaid, may also be used for additional leave for the mother's recovery; i.e. Sick Leave, Personal Leave, or FMLA (non-paid leave).
3. Maternity Leave runs concurrently with FMLA.
4. To access Maternity Leave:
   • Benefited employees must be a member of the Sick Leave Bank.
   • A benefited employee shall repay compensation received for Maternity Leave days used if the employee terminates employment with the District for other than medical reasons before completion of the current contract year.
5. If the employee has submitted their resignation for the current contract year, the employee is ineligible for Maternity Leave.
	3.0411.02
	
	MATERNITY LEAVE
	
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	1. Employees who qualify for paid leave benefits, and who are members of the Sick Leave Bank, qualify for up to six (6) consecutive calendar weeks of paid Maternity Leave for vaginal birth or up to eight (8) consecutive calendar weeks of paid Maternity Leave for cesarean birth. Maternity Leave begins on the date of the child's birth. Paid Maternity Leave is available only for contract work days listed on the employee's work calendar during the 6 or 8 consecutive calendar weeks following the birth of the child.
	2. Other District leave options, both paid and unpaid, may also be used for additional leave for the mother's recovery; i.e. Sick Leave, Personal Leave, or FMLA (non-paid leave).
	3. Maternity Leave runs concurrently with FMLA.
	4. To access Maternity Leave:
	   • Benefited employees must be a member of the Sick Leave Bank.
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