

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE

Unpaid family and medical leave will be granted up to 12 weeks per year to assist employees in balancing family and work life. For purposes of this policy, year is defined as July 1 – June 30. Requests for family and medical leave will be made to the superintendent.

Employees eligible for family and medical leave must comply with the family and medical leave administrative rules prior to starting family and medical leave. It is the responsibility of the superintendent to develop administrative rules to implement this policy.

The requirements stated in the Master Contract between employees in the certified collective bargaining unit and the board regarding family and medical leave of such employees will be followed.

NOTE: This policy is consistent with federal law regarding family and medical leave. The link below provides applicable forms on the U.S. Department of Labor website.

Link: <https://www.dol.gov/whd/regs/compliance/1421.htm>

Legal Reference: Whitney V. Rural Ind. School District, 232 Iowa 61, 4 N.W.2d 394 (1942)
29 U.S.C. §§ 2601 *et seq.* (2012)
29 C.F. R. Pt. 825 (2012)
Iowa Code §§ 20; 85.33, .34, .38(3); 216; 279.40 (2013).
1980 Op. Att’y Gen. 605.
1972 Op. Att’y Gen. 177, 353.
1952 Op. Att’y Gen. 91.

Cross Reference: 409.2 Licensed Employee Personal Illness Leave
409.3 Licensed Employee Family and Medical Leave
409.8 Licensed Employee Unpaid Leave

Approved: December 13, 2004

Reviewed:

Revised: