

FAMILY AND MEDICAL LEAVE

The Board provides leave to eligible employees consistent with the Family and Medical Leave Act of 1993 (FMLA). Eligible employees are entitled to up to 12 workweeks or 26 workweeks to care for a covered service member of unpaid family and medical leave in a 12-month period. The Board continues to pay the District's share of the employee's health benefits during the leave. In addition, the District reinstates the employee to the same or an equivalent position after the employees return from leave.

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.

Adopted: July 20, 1998
Revised: March 17, 2010
Revised: November 16, 2011
Revised: June 19, 2013

LEGAL REFS.: Family and Medical Leave Act of 1993; 29 USC 2601 et seq.; 29 CFR Part 825
Genetic Information Nondiscrimination Act of 2008; 42 USC 2000ff et seq.
ORC 3319.13; 3319.141

CROSS REFS.: GCBD, Professional Staff Leaves and Absences
GDBD, Support Staff Leaves and Absences

CONTRACT REF.: CLEA Negotiated Agreement, Article 5
OAPSE Local 382 Negotiated Agreement, Article 7