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Statement of.....

Policy and Responsibility

SUBJECT: SPECIAL PROVISIONS – CHILD CARE LEAVE ARTICLE XIII

- 13-1. (a) On the birth of one's child, a Teacher will be granted, upon request, one year's leave of absence without pay for child care. Such a request may be made up to one year after the birth, and the Teacher will return at the beginning of the school year following the calendar year in which leave is taken.
- (b) Any Teacher who is pregnant shall be entitled to an extended leave without pay during the pregnancy where sick leave is not applicable to the situation.
- 13-1-1. Upon the return of the Teacher, if the previously held position is not available, a comparable position shall be offered.
- 13-1-2. The returning Teacher shall maintain his place on the salary schedule. However, experience credit will not accrue.
- 13-1-3. During the leave, the Teacher, upon arrangement with the District, may continue participation in the health insurance program, the long-term disability insurance program, and any other similar benefits available to Teachers employed by the District. The Teacher shall pay the cost for participation in such programs.
- 13-1-4. A Teacher may be granted a leave of absence without pay for a period of one school year when approved by the Board for the adoption of a baby. The Teacher may retain his/her place on the salary schedule, but experience credit will not accrue during the time of adoption leave. A Teacher desiring to return to teaching from adoption leave during the school year will be given special consideration when filling vacancies for which the Teacher is qualified.