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Statement of.....

## Policy and Responsibility

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SUBJECT: **MATERNITY LEAVE – ARTICLE 6**

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### 6.1.1 Maternity Leave General Provisions

- 6.1.1 Entitlement.** Teachers shall be entitled to absence with pay from their duties with the District because of Maternity Leave as hereinafter set forth, provided that such absence shall be in addition to leave of absence from duty granted for other reasons, and shall relate to absence during the contract year, and shall not relate to succeeding contract years except as expressly provided otherwise.
- 6.1.2 Purpose.** Such leave shall be for pregnancy which precludes the Teacher from carrying out her regularly assigned duties.
- 6.1.3 Length of Leave.** Maternity leave may be taken by a Teacher for six (6) weeks [30 days] following the birth of a child. If the birth is by caesarian section, this period will be extended for two more weeks.
- 6.1.4 Extraordinary Cases.** The teacher may appeal to the Superintendent for additional maternity leave if there are medical reasons substantiated by a physician. Additional days of leave with pay or at the cost of a substitute may be granted.
- 6.1.5 Funding.** The maternity leave policy will be funded under the base factor calculated for the sick leave as outlined in section 4.1.7. Maternity leave days will be subject to excess charges that may occur at the end of the year. The abuse or misuse of the maternity leave policy shall be grounds for dismissal.