

Maternity Leave and Paternity Leave Quick Facts

Maternity leave is not a separate policy from Sick Leave because maternity is handled like any other illness or physical incapacitation under the sick leave policy. The school district allows six (6) weeks of paid sick leave for maternity or eight (8) weeks in the event the birth is by Caesarian section.

Under the Family and Medical Leave Act (FMLA), mothers and fathers are allowed up to twelve (12) weeks of unpaid leave upon the birth or adoption of a child. FMLA runs concurrently with all other leave.

Here is an example of how sick leave and FMLA work together. Mary has a baby on December 1. She wants to take all twelve weeks allowed under FMLA. The first six weeks she is paid sick leave, and the second six weeks she takes leave without pay. Days that school is closed are not counted against the twelve weeks. Therefore, the two weeks school is closed for Christmas are not considered in the twelve weeks, which results in her having actually fourteen weeks off. With respect to paid sick days, however, the Christmas break is counted because paid sick leave is for physical recuperation from giving birth. The paid time off is not extended by the holidays—only the unpaid leave.

Employees who wish to take maternity leave or paternity leave must apply for sick leave and/or FMLA by the sixth month of pregnancy.

FMLA for the adoption of a child is leave without pay because sick leave would not apply.