

## **PERSONNEL**

**#4118.15**

**#4218.15**

### **Family and Medical Leave**

Eligible employees may take up to twelve work weeks of unpaid Family and Medical Leave in a twelve month period, during which time the district will pay the district's share of the employee's district-provided health benefits, if the employee is enrolled in such benefits at the time. In complying with the Federal Family and Medical Leave Act of 1993 and the Family Medical Leave Act as part of the National Defense Authorization Acts of 2008 and for Fiscal Year 2010 (which expanded certain leave to military families and veterans for specific circumstances), the district shall comply with other applicable state and federal statutes.

Upon return from such leave, the employee shall be restored to the same or similar position which he or she had held prior to the leave.

Legal Reference: P.L. 103-3 and 29 CFR Part 825 - The Family and Medical Leave Act of 1993

Litchfield Board of Education

Policy Adopted: December 10, 1996

Policy Reviewed: October 1, 1998

Policy Revised: June 10, 2009

Policy Revised: August 10, 2011