

FARIBAULT PUBLIC SCHOOLS  
Faribault, Minnesota

Non-Certified Personnel  
Series 450

**MATERNITY LEAVE**  
Code No. 451.5

A pregnant non-certified employee shall submit a written request to the Superintendent for a maternity leave. Such request will include the commencement date and return date, and must be submitted three months prior to the date of the requested date. It shall also include a physician's statement indicating the estimated date of delivery of the child and her ability to continue her regular assigned duties.

The request will be submitted by the Superintendent to the Board of Education for approval. The Board is not required to grant any maternity leave of more than 12 months duration. Notice of their decision shall be provided in writing to the employee.

An employee returning from maternity leave shall be returned to her former position or one comparable to it, unless mutually agreed on by the employee and the Superintendent. She may be required to submit to the Board a physician's statement indicating her ability to perform the duties of such position.

An employee who returns from maternity leave shall retain seniority and all previous experience credit and any unused leave time accumulated at the commencement or the beginning of the leave.

Periods of time for which the employee is on maternity leave shall not be counted as part of the probationary period.

An employee on maternity leave is eligible to participate in group insurance programs at the employee's cost.

All maternity leaves of absence shall be leaves without pay.

May 12, 1975  
Date of Adoption

Legal Reference