

**Family and Medical Leave Act**

The Bethany Board of Education (Board) will provide leave to eligible employees consistent with the Federal Family and Medical Leave Act of 1993 (FMLA) as amended 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, and 2013 Final Rules.

Employees who have worked for the Board for at least twelve (12) months, and who have worked at least 1,250 actual work hours, during the twelve (12) months preceding the start of the leave or, in the case of paraprofessionals in an educational setting, who have worked at least 950 actual hours of work, during the twelve (12) months preceding the start of the leave, are eligible for unpaid leave under the FMLA.

The Board directs the Superintendent to promulgate Administrative Regulations in furtherance of this Policy and in accordance with the Federal FMLA.

- Legal References:
- P.L. 103-3 and 29 CFR Part 825 - The Family and Medical Leave Act of 1993, as amended by H.R. 4986, the National Defense Authorization Act for Fiscal Year 2008, Section 585. 29 U.S.C. §2601 et seq. and the National Defense Authorization Act for Fiscal Year 2010, Public Law 111-84, § 565, Title V
  - Final Rule - published in Federal Register, Vol. 60, Nov. 4, Friday, January 6, 1995, as amended on February 3, 1995, March 30, 1995, and on November 17, 2008. Rules and Regulations (29 CFR Part 825)
  - Final Rule – published in Federal Register, Vol. 78, Wed. February 6, 2013
  - Final Rule - published in Federal Register, Vol. 80, No. 37 Wednesday, February 25, 2015
  - Connecticut General Statutes § 46b-3800
  - Public Act 07-245
  - Public Act 12-43
  - United States v. Windsor, U.S. 133 S. Ct. 2675 (2013)*
  - Obergefell v. Hodges, No. 14-556, 135 S. Ct. 2584 (2015)*

- Policy adopted: March 7, 1994
- Policy revised: January 14, 2009
- Policy revised: April 8, 2015
- Policy revised: May 11, 2016
- Policy revised: November 9, 2016
- Policy revised: March 14, 2018
- Policy revised: April 7, 2021

Source: Shipman & CABB