



KISD School Health Advisory Council

Texas Mother-Friendly Worksite Program Designation by Texas Department of State Health Services

Statement of Purpose

This policy establishes a “Mother-Friendly” employee worksite lactation support program at **Kaufman ISD** in accordance with Texas Health and Safety Code § 165.003. The program provides a work environment that is supportive of lactating mothers and encourages breastfeeding of their children for up to one year or beyond following their birth. The benefits of the program are increased attendance due to less time lost for care of sick children, reduced cost of insurance claims for sick children and mothers, reduced losses of institutional knowledge and turnover as a result of a mother opting not to return to work in order to breastfeed, and increased morale. This can also serve our students at High School level who are breastfeeding.

Health and/or Legal Rationale

The American Academy of Pediatrics (AAP) affirms that “breastfeeding and human milk are the reference normative standards for infant feeding and nutrition” that “confer unique nutritional and non nutritional benefits to the infant and the mother and, in turn, optimize infant, child, and adult health as well as child growth and development.” Research shows that there are significant risks of not breastfeeding, and the AAP concludes that “infant feeding should not be considered a lifestyle choice but rather as a basic health issue.” Kaufman ISD recognizes that breastmilk is the optimal food for growth and development of infants.

Along with the Texas legislature, **Kaufman ISD** recognizes that breastfeeding a baby is “an important and basic act of nurture that must be encouraged in the interests of maternal and child health,” recognizes a mother’s responsibility to both her job and her child when she returns to work, and acknowledges that support of breastfeeding “benefits the family, the employer, and society.”

Atmosphere of Tolerance and Support

Kaufman ISD encourages employees and management to have a positive, accepting attitude toward working women and breastfeeding. Kaufman ISD promotes and supports breastfeeding and the expression of breastmilk by employees who are providing breast milk to their infants when they return to work by providing information to all employees about the benefits of breastfeeding and the company policy that supports breastfeeding. This policy is to ensure that managers and employees are supportive of employees' needs related to combining working and breastfeeding.

Notification of Policy to All Employees

Kaufman ISD Mother-Friendly Workplace policy shall be disseminated to every incoming and current employee in the District. The policy shall be disseminated on an annual basis in the Employee handbook and Administrators are responsible for notifying all employees of this policy and for alerting pregnant and breastfeeding employees about this policy for breastfeeding support.

Time and Leave

“ In Kaufman ISD work schedule and work pattern flexibility will be provided to accommodate a reasonable break time for an employee to express breastmilk for her nursing child or to breastfeed each time such employee has need to express the milk or breastfeed, for up to one year [*or, “for one year or longer”*] after the child's birth.”

In addition, lactating mothers may use time during the standard workday for milk expression. This may include various combinations of standard paid break periods, lunch periods, and other time as necessary. Lactating mothers must be afforded flexibility in their work schedules, such that the use of accrued leave or leave without pay is not required to cover time used for milk expression. While in general, this may require two to three lactation breaks a day, scheduling will be arranged on a case-by-case basis and be based on the specific needs of the employee and their Administrator. The employee and Administrator are responsible for ensuring that there is a plan in place for the lactating employee duties to be covered during her expression breaks.

This policy provides for work schedule flexibility, including the scheduling of breaks/lunch periods to provide adequate time for expression of milk. The employee will be encouraged to include milk expression in her lunch and break periods and may work with his/her administrator to designate a staff member to assume temporary care of her responsibilities if additional expression breaks are needed.

Information about breastfeeding support at:

<https://www.medela.us/breastfeeding/services/247-lc-breastfeeding-support>

Education Informational materials about breastfeeding are available to employees at:

<http://www.dshs.state.tx.us/wichd/bf/bf1.shtm>.

Facilities and Breastmilk Storage

Kaufman ISD shall provide a private, accessible area, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, for the purpose of expressing breastmilk each time such an employee needs to express the milk.”

1. Employees may use, when available, the dedicated employee lactation rooms designated for the purpose of expressing breastmilk and which include the following:

- A locking door, an electrical outlet, a clean work surface, and comfortable chair.
- A safe, clean water source and sink for washing hands and cleaning breast pump equipment close to the designated breast pump room.
- A clean refrigerator used for the sole purpose of storing expressed breast milk if possible. The employee can store milk in own cooler if needed.
- A hospital-grade multi-user single or double electric breast pump that may be used with an employee’s own personal-use milk collection kit.

Where dedicated space is not feasible, Kaufman ISD will provide a mixed-use space for lactating mothers. In addition, an employee may choose to use her private office or other space, identified in consultation with her Administrator.

Breastfeeding employees have access to running water for washing hands and rinsing breast pump parts. Depending on the breastfeeding employee’s place of work, expressed milk can be stored in the refrigerator in the Moms’ Room, refrigerators in the break room, and/or the employee’s personal cooler. Employees may hygienically store their expressed milk in either their own personal insulated coolers with ice packs or in the employee break room refrigerator. As with any personal food item, handling and supervision of the expressed milk is the sole responsibility of the employee. Please note that TDHS and KISD are recipients of a Grant to fund a Medela Breastfeeding pump station and a stand for our mother-friendly room location-first site at KHS.

