

**Policy Statement #6019 (Personnel) of the Board of Education
Regarding the Family and Medical Leave Act of 1993**

- I. Purpose
 - A. To ensure that eligible employees obtain unpaid leave as defined in the Family and Medical Leave Act of 1993
- II. Definition
 - A. Family and Medical Leave Act of 1993 (FMLA) – a federal and state law that requires employers with 50 or more employees within a 75-mile radius to provide up to 12 weeks (60 workdays) of unpaid, job protected leave for specified family and medical reasons who have worked for one year or more and at least 1250 hours during the year.
- III. Policy Statement
 - A. The Board of Education of Calvert County recognizes that family medical leave is important to the well-being of employees. Therefore, the Board of Education will ensure that the provisions of the Family and Medical Leave Act are implemented consistently for all eligible employees.
- IV. Delegation of Authority
 - A. The Superintendent of Schools is directed to develop administrative procedures to implement this policy in accordance with all local policies and state and federal laws and regulations and to communicate this policy and accompanying procedures to all relevant parties.
- V. Exceptions
 - A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent state and federal laws and regulations or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.
- VI. Review
 - A. This policy will be reviewed at the end of three years, or sooner, if approved by majority vote of the Board of Education in public session.
- VII. Effective Date
 - A. This policy is effective February 13, 2025.

Citations

State Law:
State Reg.:

Personnel #6019

Originally Adopted: 1/13/94

Revised: 8/10/06; 8/13/09; 10/11/12; 11/5/15; 12/13/18; 1/13/22; 2/13/25

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Federal Law: Family and Medical Leave Act of 1993, Pub. L. No. 103-3, 107 Stat. 6 (1993), as amended by Pub. L. No. 110-181, 122 Stat. 128 (2008); Pub. L. No. 111-84, 123 Stat. 2309 (2009); Pub. L. No. 111-119, 123 Stat. 3476 (2009).

Adm. Reg.:

Neg. Agr.:

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