

CHILDCARE LEAVE

The Board may grant extended childcare leave to employees for the purpose of preparing and providing parental care for a natural, adopted, or foster child or children of the employee for an extended period of time. Leaves must be requested in accordance with regulations. Extended childcare leave shall be for a maximum of twelve months less paid leave is used. A teacher on such leave will be assured a position in the school at the conclusion of the leave.

Benefits

A person granted childcare leave shall not be entitled to receive any salary or fringe benefits during the duration of the extended leave. Upon return, the employee will receive negotiated salary increase for the year they return, but not for the year they were absent. A teacher will be entitled to unused accumulated leaves to which they were entitled when the childcare leave commenced.

Qualifications

The MLS School District must have employed the applicant as a full-time classroom teacher for at least two consecutive years. The applicant must not have been granted a sabbatical leave or a childcare leave during the previous two years.

Application

Applications shall be filed with the office of the superintendent by April 1, for leave beginning the following school year. Applicants requesting childcare leave shall be notified within 45 days of their application as to their status. If such leave is granted the applicant, the applicant will have 14 days in which to notify the Board as to their acceptance. Applicants for childcare leave shall include an outlined plan for the period requested with their application forms. This plan shall be indicated on the application form or as an attached statement and shall include assurances that the leave will be used according to the intent of the policy. Use of leave for purposes other than intended will result in a loss of re-employment rights. Application will be reviewed by a committee of the board or the full-board.

Return to Duty Requirements

Intent to return to duty must be submitted to the Superintendent by March 1 of the calendar year in which leave is to be completed. Reassignment to the same teaching position is not guaranteed. Assignment will be made in the teacher's area of endorsement. Failure to submit the written notice of intent to return by March 1 shall be deemed a voluntary resignation and waiver of the right to re-employment.

Instructional staff on childcare leave are still subject to the reduction-in- force policy.

Complementing NDSBA Templates (may contain items not adopted by the Board)

- DDA, Sick Leave
- DDA-BR, Sick Leave Regulations
- DDAA, Family & Medical Leave Act
- DDAA-BR, Family & Medical Leave Act Regulations

- DDAA-E, Family & Medical Leave Act Law
- DKA, Reduction in Force Policy

End of Policy DDAD Adopted: 141/20