

## Certified Personnel

### Exhibit – Teacher Child Care Leave

<b>Northbrook District 28 Teacher Child Care Leave</b>	
<b>Rationale</b>	Child Care Leave, including before delivery, delivery, and Parent Leave, is treated as Sick Leave. Northbrook District 28 grants the following use of sick days based on the usual recovery time after a normal delivery and/o a c-section delivery. If, for medical reasons, a medical doctor recommends additional time off from school, available sick days may be used.
<b>* Before Delivery</b>	<ul style="list-style-type: none"> <li>• Before delivery, teachers may receive paid sick leave, including benefits of up to 14 calendar days. Any days that occur during school attendance day(s) will be considered as sick day(s). Medical certification may be required.</li> <li>• If a teacher’s medical doctor recommends for medical reasons any additional days away from work, regular sick leave, including benefits, applies. Medical certification shall be required.</li> </ul>
<b>* Delivery</b>	<ul style="list-style-type: none"> <li>• If delivery and hospital recovery occur during school attendance day(s), these days will be treated as sick day(s).</li> </ul>
<b>* Parent Leave</b>	<ul style="list-style-type: none"> <li>• Regular delivery or adoption; teachers may receive paid leave, including all benefits, of up to 42 calendar days after the actual date of delivery. Any days that occur during school attendance day(s) will be treated as sick day(s). Medical certification may be required.</li> <li>• C-section delivery: Teacher may receive paid leave, including all benefits, of up to 56 calendar days after actual date of delivery. Any days that occur during school attendance day(s) will be treated as sick day(s). Medical certification may be required.</li> <li>• If a teacher’s medical doctor recommends for medical reasons additional days away from work, regular sick leave, including benefits, applies. Medical certification shall be required.</li> </ul>
<b>Family Medical Leave Act (FMLA)</b>	<ul style="list-style-type: none"> <li>• FMLA is available <u>after</u> Parent Leave is completed.</li> <li>• FMLA provides up to 12 weeks of unpaid leave.</li> <li>• All benefits, such as health and other insurance benefits, shall continue for the twelve weeks at the same level and under the same conditions coverage would have been provided had the employee not taken the leave.</li> <li>• The summer time is <u>NOT</u> counted as part of the twelve weeks. FMLA considers this “intermittent leave.”</li> </ul>
<b>General Child-Rearing Leave</b>	<ul style="list-style-type: none"> <li>• The Board may grant a teacher’s request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus</li> </ul>

	<p>one additional school year, provided the request complies with this policy.</p> <ul style="list-style-type: none"><li>• Beyond the above time, the Board, in its discretion, may grant a teachers request for a non-paid, child-rearing leave, not to exceed the balance of the school year plus one additional school year, provided the request complies with this policy.</li><li>• Health benefits during General Leave may be available at teacher expense, so long as the insurance companies permit.</li></ul>
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\* *Any days that occur during school attendance day(s) will be treated as sick day(s).*

DATED: August 31, 2004