

1 Great Falls School District

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3 **PERSONNEL**

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5 Maternity and Paternity Leave

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7 The District’s maternity policy covers employees who are not eligible for FMLA leave at Policy
8 5328. Maternity leave includes only continuous absence immediately prior to adoption, delivery,
9 absence for delivery, and absence for post-delivery recovery, or continuous absence immediately
10 prior and in the aftermath of miscarriage or other pregnancy-related complications.

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12 The District shall not refuse to grant an employee a reasonable leave of absence for pregnancy or
13 require that an employee take a mandatory maternity leave for an unreasonable length of time.

14 The District has determined that maternity leave shall not exceed 6 weeks unless mandated
15 otherwise by the employee’s physician.

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19 The District shall not deny to the employee who is disabled as a result of pregnancy any
20 compensation to which the employee is entitled as a result of the accumulation of disability or
21 leave benefits accrued pursuant to plans maintained by the employer, provided that the employer
22 may require disability as a result of pregnancy to be verified by medical certification that the
23 employee is not able to perform employment duties.

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25 An employee who has signified her intent to return at the end of her maternity leave of absence
26 shall be reinstated to her original job or an equivalent position with equivalent pay and
27 accumulated seniority, retirement, fringe benefits, and other service credits.

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29 The District will review requests for paternity leave in accordance with any applicable policy or
30 collective bargaining agreement provision governing use of leave for family purposes.

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32 Cross Reference:

33 Policy 5328 Family Medical Leave

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35 Legal Reference:

36 § 49-2-310, MCA Maternity Leave – Unlawful Acts of Employers

37 § 49-2-311, MCA Reinstatement to Job Following Pregnancy – Related Leave of
38 Absence

39 29.7.1201-1207, ARM Maternity Leave

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41 Policy History:

42 Adopted on: August 23, 2021

43 Revised on: May 13, 2024