Family and Medical Leave Act

The purpose of this policy is to apprise Bethany Public School District employees of their rights under the Federal Family and Medical Leave Act of 1993 (FMLA) and applicable Connecticut state law. This policy is not intended to, and does not, recite every provision of applicable law and regulations.

Employees other than school paraprofessionals who have been employed by the Bethany Board of Education (Board) for at least twelve (12) months, and who have worked at least 1,250 actual work hours, during the twelve (12) months immediately preceding the start of the leave, are eligible for unpaid leave under the FMLA.

A school paraprofessional in an educational setting is eligible for FMLA if the paraprofessional has worked for the Board for at least twelve (12) months, and has worked at least 950 service hours during the twelve (12) months immediately preceding the start of such leave.

Full-time instructional employees meet the 1,250 hours of service requirement unless the Board can demonstrate that the full-time instructional employee did not meet the 1,250 hours of service requirement in the 12-month period prior to the start of leave.

The Board directs the Superintendent to promulgate Administrative Regulations in furtherance of this Policy and in accordance with the Federal FMLA and applicable Connecticut state law.

Legal References: The Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 et seq. as amended

29 CFR Part 825 .100 et seq.

29 CFR 1635.1 et seq.

42 U.S.C. 2000ff et seq.

Connecticut General Statutes § 31-51rr

Regulations Connecticut State Agencies 31-51rr-1 et seq.

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