



Administrative Regulations

South San Antonio Independent School District

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Employee Rights and Privileges – Nursing Mothers - 2023	

GENERAL

South San ISD supports nursing mother who are District employees. The Patient Protection and Affordable Care Act (Affordable Care Act) amended section 7 of the Fair Labor Standards Act (FLSA) to require employers to provide reasonable break time for an employee to express breast milk for her nursing child for one year after the child’s birth each time such employee has need to express the milk.

Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk.

EMPLOYEES

Each school or facility shall identify a private area for nursing mothers upon request, other than a bathroom, that is close to an employee’s assigned work area, shielded from view, and free from intrusion. In order to permit the safe storage of expressed milk, the District may provide access to a refrigerator or ice chest or allow the employee to bring an insulated food container to work.

Prior to returning to work from maternity leave, an employee must inform her supervisor of her need to breastfeed or express milk. The employee may express breast milk during the employee’s regular break periods.

To the extent possible, such break time shall run concurrently with the break time already provided to the employee. Any additional break time used by a non-exempt employee for this purpose shall be unpaid. The length or duration of the break must be reasonable and shall be determined by the supervisor or the Human Resources Department.

If the employee believes modifications to her schedule may be necessary, the supervisor will determine if such modifications are feasible, as determined by the effect on the education operations of the school and/or the employee’s performance of her assigned duties. The supervisor will seek approval for implementing these modifications through the Human Resources Department. Before an employee’s supervisor decides to deny schedule modifications, he/she shall consult the Executive Director of Human Resources. In any case in which requested modifications are denied, the Human Resources Department shall document the options that were considered and the reasons for denying the request.