

# HAMPTON TOWNSHIP SCHOOL DISTRICT

SECTION: PROFESSIONAL  
EMPLOYEES

TITLE: FAMILY AND MEDICAL  
LEAVES

ADOPTED: April 28, 2004

REVISED: August 12, 2024

	<p style="text-align: center;"><b>435. FAMILY AND MEDICAL LEAVES</b></p> <p><b>Authority</b></p> <p>The Board shall provide eligible administrative, professional and support employees with unpaid leaves of absence in accordance with the Family And Medical Leave Act, hereinafter referred to as FMLA.<a href="#">[1]</a><a href="#">[2]</a></p> <p>Employee requests for FMLA leave shall be processed in accordance with law, Board policy and administrative regulations.</p> <p><b>Delegation of Responsibility</b></p> <p>The Superintendent shall develop and disseminate administrative regulations to implement FMLA leave for eligible employees.</p> <p>The district shall post, in conspicuous places in the district customarily used for notices to employees and applicants, a notice regarding the provisions of the FMLA and the procedure for filing a complaint.<a href="#">[3]</a> Additionally, the district shall notify an employee of the employee’s rights and responsibilities under the FMLA at the time FMLA leave is requested and whenever the district designates a leave as “FMLA leave.”</p> <p>Employee requests for leave, both FMLA and non-FMLA, shall be submitted in writing on a district form to the Superintendent.</p> <p><b>Guidelines</b></p> <p>Employees' eligibility for FMLA leave shall be based on the criteria established by law.<a href="#">[4]</a><a href="#">[5]</a></p> <p>Eligible employees shall be provided up to twelve (12) workweeks of unpaid leave in a twelve-month period for the employee's own serious health condition; for the birth, adoption, foster placement or first-year care of a child; to care for a seriously ill spouse, child or parent; or to address specific qualifying exigencies pertaining to a member of the Armed Forces alerted for foreign deployment or during foreign deployment.<a href="#">[5]</a></p> <p>Eligible employees shall be provided up to twenty-six (26) workweeks of unpaid leave in a single twelve-month period to care for an ill or injured covered servicemember.<a href="#">[5]</a></p> <p>The district shall utilize a rolling twelve-month period measured backwards from the date leave is used to determine if an employee has exhausted his/her FMLA leave in any twelve-month period.<a href="#">[6]</a></p>
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When an employee requests an FMLA leave and qualifies for and is entitled to any accrued paid sick, vacation, personal or family leave, the employee may utilize such paid leave concurrent with the FMLA leave, at the employee's discretion.[5]

Legal

1. 29 U.S.C. 2601 et seq

2. 29 CFR Part 825

3. 29 U.S.C. 2619

4. 29 U.S.C. 2611

5. 29 U.S.C. 2612

6. 29 CFR 825.200

Pol. 813