

**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.

An employee who holds a certification under Chapter 166 of the Connecticut General Statutes (*i.e.* a certified employee) who has been employed by the Bethany Board of Education (Board) for at least twelve (12) months, and who has worked at least 1,250 actual work hours, during the twelve (12) months immediately preceding the start of the leave, is eligible for unpaid leave under the FMLA. A full-time instructional employee meets the 1,250 hours of service requirement unless the Board can demonstrate that such employee did not meet the 1,250 hours of service requirement in the 12-month period prior to the start of leave.

An employee who does not hold a certification under Chapter 166 of the Connecticut General Statutes (*i.e.* a noncertified employee) is eligible for FMLA if such employee 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.

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.
- Public Act 24-41, “An Act Concerning Educator Certification, Teachers, Paraeducators and Mandated Reporter Requirements”

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