

PARENTAL LEAVES

Birthing Parental Leave

Full-time licensed employees and full-time 12-month classified employees of the district that are birthing parents shall receive forty (40) paid leave days to be used for recovery from childbirth. These paid days are in addition to any other paid leave the employee may have available. Birthing parental leave is not available for part-time employees.

Non-Birthing Parental Leave

Full-time licensed employees and full-time 12-month classified employees of the district that are non-birthing parents shall receive fifteen (15) days of non-birthing parental leave within one year of birth, adoption, or foster care placement. These days are to be deducted from the employee's available sick leave. In the event accumulated sick leave is less than 15 days, any days used beyond those accumulated will be unpaid.

Complementing Policies:

- DDA, Sick Leave
- DDA-BR, Sick Leave Regulations
- DDAA, Family & Medical Leave Act
- DDAA-AR, Family & Medical Leave Act Regulations
- DDAA-E, Family & Medical Leave Act Law
- DDAE, Parental Leaves
- DKA, Reduction in Force Policy

**End of Jamestown Public School District DDAE-AR..... Adopted:7/18/2022
Amended 2/3/2025**