

<u>Section:</u> Human Resources	Knox County Board of Education Policy		
	Paid Parental Leave	Descriptor Code:	Issued:
		G-467	6/23
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PAID LEAVE FOR TEACHERS

Certified employees (teachers and others who are qualified) will be granted absence from work with pay for a period of time equal to six (6) work weeks because of the birth (or stillbirth) of the employee's child or because of the placement of a child with the employee for adoption, and upon the employee giving thirty-days' notice to the principal of the school where employed or to the employee's immediate supervisor. If the employee learns of the birth or adoption less than thirty (30) days in advance, the employee shall give the notice as soon as reasonably possible. The six (6) weeks can be taken consecutively or intermittently. If taken intermittently, the increments must be no less than one week at a time. For the purpose of calculating service anniversary dates, this absence from work is considered full-time employment.

Leave used by an employee pursuant to this policy will not be charged to sick, annual, or other leave the employee may have accumulated. Leave granted pursuant to this section will count toward the teachers' use of leave required to be given by this state as an employer under the federal Family and Medical Leave Act (FMLA) and state maternity leave.^{2,3} An employee must not be granted more than six (6) work weeks of paid leave under this policy during a twelve-month period, but the work weeks do not need to be taken consecutively. A teacher may receive no more than six (6) work weeks of paid leave during a twelve-month period, even if there is more than one (1) qualifying birth or adoption. Leave granted pursuant to this section must be used within twelve (12) months of the qualifying birth or adoption.

Paid leave under this policy must be paid at one hundred percent (100%) of the employee's salary. If an employee experienced a birth or adoption within twelve months prior to July 1, 2023 and has not used all of the federal Family and Medical Leave Act (FMLA) leave to which the employee was entitled as a result of the birth or adoption, then the employee is entitled to leave under this section beginning on July 1, 2023 for the remainder of the federal Family and Medical Leave Act leave that the employee uses on or after July 1, 2023 as a result of the event. The duration of paid leave must not exceed the paid leave available under this policy.

TEACHER DEFINITION

As used in this policy, "Teacher" means a teacher, principal, supervisor, or other individual required by law to hold a valid license of qualification for employment in a local education agency and who has been employed full-time with Knox County Schools for at least twelve (12) consecutive months.

Legal References:

1. T.C.A. § 8-50-812.
2. 29 U.S.C. § 2601, et seq.
3. T.C.A. § 4-21-408.