

PTA Proposal X14

Parental and Child Rearing Leave

Presented by Pembroke Teachers Association on Wednesday, June 11, 2025

The Pembroke Teachers Association proposes the following changes, applicable for all units, as a replacement for existing language for parental leave:

A. Allowances

1. A Member who has worked in the school district for at least ninety (90) calendar days shall be eligible for parental leave in accordance with the Massachusetts Parental Leave Act (MPLA).
2. A Member who has worked in the school district for at least one (1) school year shall be eligible for parental leave in accordance with the Family and Medical Leave Act (FMLA).
3. An eligible Member who is seeking a parental leave shall notify the Superintendent, in writing, as soon as possible and specify the dates anticipated for the beginning and end of the leave.
 - a. The notification shall be provided as far in advance as possible, but at least two (2) weeks before the leave is anticipated to begin, except in emergency extenuating circumstances.
 - b. The purpose of such notification shall be to provide the District as much opportunity as possible to make suitable arrangements for continuity with respect to the Member's assignments.
4. In accordance with the Massachusetts Parental Leave Act (MPLA), a parental leave of absence for an eligible Member shall be up to forty (40) work days, commencing at the time of the child's birth/adoption.
5. In accordance with the Family and Medical Leave Act (FMLA), a parental leave of absence for an eligible Member shall be up to sixty (60) work days within the first year following the birth or adoption of the child.
6. The combined total leave for FMLA and MPLA shall not exceed sixty (60) work days for any Member for any single occurrence (i.e., birth/adoption).
7. A Member who is eligible for FMLA leave who seeks parental leave under this article may take all sixty (60) days according to FMLA guidelines and shall not be obligated to schedule their leave according to MPLA guidelines.
8. FMLA leave for the birth/adoption of a child cannot be taken on an intermittent basis, but may be scheduled in up to three (3) non-concurrent periods of one (1) week or more.
9. During any portion of FMLA and/or MPLA, the District shall maintain the Member's existing health insurance, dental insurance and other benefits. The Member shall continue to be responsible for the Member's percentage of the health insurance and other insurance premiums.
10. Child Rearing Leave
 - a. If a Member wishes to extend leave beyond the period covered by MPLA and FMLA, the Member must notify the Superintendent two (2) weeks prior to the Member's previously stated intention to return.
 - b. Extended child rearing leave of up to two (2) years without pay shall be granted for any Member who has been employed with the District for not less than one (1) school year.

- c. During such child rearing leave, the District shall maintain the Member's existing health insurance, dental insurance and other benefits. The Member shall continue to be responsible for the Member's percentage of the health insurance and other insurance premiums.
 - d. By March 1 of the year in which the Member's extended child rearing leave ends, the Member must notify the Superintendent in writing of the Member's intention to return for the following school year. Failure to provide written notice by March 1 shall be an irrevocable notice of resignation.
- 11. An educator who has exhausted their accrued sick leave may submit a request to the Superintendent for up to five (5) additional sick days, as needed, upon return from parental leave.
- B. Compensation Associated with Parental Leave
 - 1. A Member who is eligible for unpaid leave under the MPLA and/or the FMLA for the birth or adoption of a child shall be provided with sixty (60) work days of paid leave.
 - 2. Such paid leave shall be used first and consecutively, shall not come from Member's sick leave, and must be used subject to the Member's available leave under the MPLA/FMLA.
 - 3. A Member who is eligible for unpaid leave under the MPLA and/or FMLA for the birth or adoption of a child may use the Member's accrued sick leave in lieu of unpaid leave subject to the Member's available leave under the MPLA/FMLA. Nothing in this article shall limit the use of sick time for substantiated illness/injury as a result of pregnancy/childbirth.
 - 4. The combined total leave shall not exceed sixty (60) work days for any Member for any single occurrence (i.e., birth/adoption).