



**OFFICE OF THE SUPERINTENDENT
DR. HOWARD HEPBURN
SUPERINTENDENT OF SCHOOLS**

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August 4, 2025

SIGNATURES ON FILE

TO: All Principals
All Departments

FROM: Dr. Ernie Lozano
Chief Human Resources Officer

Dr. Angela R. Fulton
Deputy Superintendent

VIA: Dr. Howard Hepburn
Superintendent of Schools

SUBJECT: HEALTH CARE REFORM LAW PROVIDES BREASTFEEDING SUPPORT

The Patient Protection and Affordable Care Act of 2010 amends the Federal Fair Labor Standards Act and requires employers to provide breastfeeding employees "reasonable break time" to express breast milk for up to one year after the birth of their child. Schools and departments shall take necessary steps to support staff members who decide to express breast milk at work by providing a reasonable break time, as necessary. Breastfeeding employees can express milk during regularly scheduled break periods. Breastfeeding employees' supervisor shall make accommodations if the time of regular breaks needs to be adjusted or if additional and/or longer breaks are needed.

The District understands that healthy employees and families create a more productive working environment, recognizes the health benefits of breastfeeding and provides ongoing support for breastfeeding employees at the worksite.

Prior to returning to work from maternity leave, it is the breastfeeding employees' responsibility to notify their supervisor of their intent to continue breastfeeding their infant(s) and of their need to express milk during work hours. Furthermore, it is the responsibility of the breastfeeding employees to keep their supervisor informed of their needs in this regard throughout the period of lactation. By law, a private area other than a restroom shall be made available where breastfeeding employees can express breast milk. The designated area shall be a space where intrusion can be prevented and one where breastfeeding employees who are using this area can be shielded from view. Breastfeeding employees are responsible for proper storage of their milk by using personal storage coolers if a refrigerator is not available at the work location.

TITLE OF MEMO: **HEALTH CARE REFORM LAW PROVIDES BREASTFEEDING SUPPORT**

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Please ensure that anyone on your staff that supervises breastfeeding employees is provided this information and adheres to the attached revised guidelines. These guidelines were amended by the School Board independently from the recent changes to the Patient Protection and Affordable Care Act and provide more benefits to breastfeeding employees than those required by law. Should you have any questions or require additional information, **please contact the Department of Equal Educational Opportunities/ADA Compliance at 754-321-2150.**

HH/ARF/EL/DA/WGA:wkg

Attachment

c: Senior Leadership Team