No. 4530
SECTION: PERSONNEL
TITLE: PARENTAL LEAVE

ADOPTED: 4/23/79
READOPTED: 6/21/10;1/29/14;11/15/16;
8/20/19;5/18/21;9/16/25
REVISED: 2/1/00;5/15/06

OXFORD AREA SCHOOL DISTRICT

A. All requests by employees for unpaid parental leave of absence will be granted or denied by the school board in accordance with its collective bargaining obligations, compliance with state and federal law and the needs and requirements of the school district.

B. Request for unpaid parental leave is available on a nondiscriminatory basis to both male and female employees.

C. Employees desiring parental leave shall give the Superintendent sixty (60) school days notice prior to the date requested to begin the leave. If this notice is not given, a doctor's certificate must be presented indicating the need for leave before sixty (60) school days.

D. The length of parental leaves must fall within the length established in collective bargaining agreements. If the employee does not return within that time, the position will be declared vacant.

E. Professional employees may return from parental leave only at the commencement of a school semester. Professional employees desiring to return in September must notify the Superintendent by April 15th of their plans to return. For professional employees desiring to return from parental leave in January, the same notice provisions shall apply effective October 15th of the previous year.