

School Breastfeeding Model Student Policy

EffectiveDate: 9/30/26

Review Date:

Murray-LaSaine Montessori is devoted to supporting breastfeeding employees at the school level. Murray-LaSaine Montessori ensures the following policy and practices will be upheld to ensure a supportive breastfeeding environment that complies with state and federal laws, demonstrates a culture of breastfeeding support, and provides protection and accommodation to all breastfeeding mothers on school grounds including administration, faculty, staff, and students.

Breastfeeding Administrators, Faculty, and Staff (herein referred to as employees):

Murray-LaSaine Montessori will:

- Recognize the responsibility a mother has to both her job and her child when she returns to work, acknowledging there are many health benefits associated with breastfeeding and that mothers may miss less work caring for sick kids if they breastfeed.
- Support mothers who breastfeed at work and commit to helping employees continue breastfeeding when they return.
- Provide a reasonable break time for an employee to express breast milk for her child for 1 year after the child's birth each time an employee needs to express breast milk.
 - For time above and beyond normal lunch and breaks, employees can work with their administration to work an adjusted schedule or use leave.
 - Employers are not required to compensate for breaks taken to express breast milk. However, if an individual chooses to use an established compensated break time to express breast milk, they must be compensated as they normally would.
- Provide access to the school's Lactation/Mother's Room located in Room 149. A lactation room is a private space (NOT a bathroom) that is shielded from view and free from intrusion from co-workers and students.
 - Each space will, at a minimum, have a lock or privacy curtain, access to electricity (outlets), a comfortable chair, sink and refrigerator for breast milk storage in the room or nearby (a community refrigerator will suffice for breast milk storage as breastmilk is not hazardous bodily fluid and it is not a contamination danger), reasonable method for scheduling use (i.e. paper sign-up sheet, dry-erase board, or an online calendar schedule as time allotted for scheduling is usually in 30 minute increments), and privacy signage.
 - If the employee prefers, they may express breast milk in their own private office or classroom.



Principal

School Breastfeeding Model Policy 2021-22.docx Revised: 7/26/21 References:

https://www.cdc.gov/breastfeeding/pdf/BF_guide_2.pdf

https://www.cdc.gov/breastfeeding/pdf/strategy5-support-breastfeeding_workplace.pdf

Adapted from the Good & Healthy South Dakota Workplaces (https://healthysd.gov/wp-content/uploads/2016/03/School-Breastfeeding-Support-Model-Policy_FINAL.pdf)