



Congratulations! You're Having A Baby!



PREGNANCY LEAVE

Pregnancy leave and Baby Bonding Leave utilizes sick leave you have earned. Your physician will determine your leave assignment prior to the birth of your child. And, will determine when you are released to return to work.

BABY BONDING LEAVE

Employees who have worked for the District for a minimum of 12 months are eligible for Baby Bonding Leave. This leave must be taken within 12 months of the child's arrival to the home. You are entitled to up to 12 weeks of Baby Bonding Leave. **Baby bonding leave is for biological, adopted, or foster children.**

You will utilize your sick leave and possibly your differential pay for both pregnancy leave (before the child is born) and Baby Bonding Leave (once the new addition is home and Mom is released by the doctor).

This information is on your paycheck stub.

Current Sick Leave - (TK-12) 12 days of sick leave are earned the first day of the school year. Current sick leave is exhausted prior to accumulated sick leave. (Adult Education) 1 hour sick leave for each 18 hours of pay expected to be received by June 30.

Accumulated Sick Leave - unused sick days are saved for use in future years.

Accumulated sick leave counts toward STRS retirement. Accumulated sick leave is exhausted prior to difference pay.

Difference Pay - at the exhaustion of current sick leave and accumulated sick leave members have 100 days difference pay. The rate of pay is calculated by subtracting \$130 per daily diem rate.

LEAVES FOR FATHERS

Fathers may also take up to 12 weeks Baby Bonding Leave during the first 12 months of the child's arrival in the home.

NOTICE OF LEAVE

Notify your principal of your expected leave at least one month prior to the expected delivery date. Also give your best estimate of when you plan to return.

CHILD CARE LEAVE

Once you have been released by the doctor and exhausted Baby Bonding Leave, you may begin an unpaid leave of absence. You are guaranteed 12 months leave after the above leaves are completed. You may apply for a second year.

HEALTH AND WELFARE BENEFITS

Health and Welfare benefits will continue as long as you are on paid status (sick leave).

HEALTH INSURANCE FOR YOUR BABY

Notify the Benefits Department at District Office immediately after giving birth. You must enroll your child as a dependent for health insurance within 30 days of birth.

ELIGIBILITY FOR SERVICE INCREMENT

You must have served 60% the work year to qualify for an additional year on the salary schedule. (TK-12 is 111 days in 2019-2020.)

The threshold is 75% for issues of seniority. If you are Probationary 1 or 2 you will need to be present 75% of the work year to advance to Probationary 2 or Permanent.