

FAMILY AND MEDICAL LEAVE

P4118

In accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA), the Westford Public Schools will grant full and regular part-time teachers (with at least one year of active employment and thirty (30) days notice) up to twelve (12) weeks of unpaid leave during any twelve-month period for any of the following reasons:

1. To care for the employee's child within one year of birth, adoption, or the initiation of foster care.
2. To care for a child, spouse, or parent with a "serious health condition."
3. To care for the employee's own "serious health condition" which makes the employee unable to perform his/her job.

A "serious health condition" is an illness, injury, impairment, physical, or psychological condition that involves either inpatient care at a health care facility or continuing treatment by a health care provider.

Massachusetts General Law References:

M.G.L. 149:52D – Family Medical Leave

M.G.L. 149:105D – Maternity Leave Rights and Benefits

Federal Law References:

Federal Family and Medical Leave Act of 1993

Other References:

Negotiated Agreements

Policy Adopted: April 9, 2001

Policy Reviewed:

Policy Revised:

WESTFORD PUBLIC SCHOOLS

Westford, Massachusetts 01886