

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE

Unpaid family and medical leave will be granted up to 12 weeks per year to assist employees in balancing family and work life. For purposes of this policy, year is defined at fiscal year. Requests for family and medical leave will be made to the superintendent.

This policy is subject to the rules and regulations of the Federal Family and Medical Leave Act of 1993.

Legal Reference:

Whitney v. Rural Ind. School District, 232 Iowa 61, 4 N.W.2nd 394 (1942)
26 U.S.C. §§ 2601 et seq. (2012)
29 C.F.R. Pt. 825 (2012).
Iowa Code §§ 20; 85.33, .34, .38(3); 216; 279.40 (2013)
1980 Op. Att’y Gen. 605.
1972 Op. Att’y Gen. 177, 353.
1952 Op. Att’y Gen. 91.

Cross Reference:

409.2 Licensed Employee Personal Illness Leave
409.3 Licensed Employee Family and Medical Leave
409.8 Licensed Employee Unpaid Leave

Approved: April 11, 1994

Reviewed: April 8, 1996; May 11, 2015

Revised: September 12, 2005; May 10, 2010