

Extended Child Care Leave

Child care leave of absence without salary and fringe benefits beyond the leave provided by the District's federally mandated Family and Medical leave policy, shall be granted to employees without regard to the sex of the employee for the purpose of child rearing, child care or adoption. An employee shall adhere to the following terms and conditions:

Extended childcare leave may be granted for a period of time not to exceed a maximum of two consecutive school years. This two year period shall include the twelve weeks of leave granted under the Family and Medical leave policy. At the request of the personnel office, the granting of child care leave may require evidence of need. If the childcare leave request is refused by the personnel office, the staff member may appeal to the Board of Education based upon written professional recommendation.

Extended childcare leave may be combined with cumulative leave during that period in which an employee is physically disabled and only to the extent of cumulative days accrued. Otherwise, extended childcare leave shall be without pay.

An application for extended childcare leave must be made in writing to the Executive Director of Human Resources at least 30 days prior to the beginning date of the requested leave. The application must indicate the possible duration of the leave.

For classified employees, notice of intent to return from childcare leave shall be given to the personnel office while the employee is on leave and before April 1 preceding the school year the employee returns to work. For classified employees, notice of intent to return from extended child care leave shall be given to the personnel office in writing at least thirty (30) days prior to the conclusion of the parental leave.

Upon return from childcare leave, the employee shall be reinstated on the salary schedule at the column and step he was on when he was granted such leave.

Provided required notice has been given of the employee's intent to return to work, the district shall reinstate the employee and place him or her on the salary schedule at the appropriate level. A teacher being reinstated shall be placed in a teaching position as nearly identical as possible to the position left at the commencement of the leave. In no event shall a teacher be placed in a position for which he is not qualified or certified.

The employee on childcare leave may be permitted to substitute in the school district at the district-approved substitute rate of pay.

Nothing in this policy shall be construed to limit the powers and duties of the Board to make employment decisions for the district including but not limited to nonrenewing a contract of a probationary teacher.

Adopted: January 21, 1992

Revised: April 27, 1999

LEGAL REF.: C.R.S. 19-5-211