

Personnel – General

E. Leaves of Absence

4048 Maternity Leave

Leaves of absence for pregnancy and for convalescence following childbirth may be granted to employees with contract/regular or probationary/permanent status. A pregnant employee has the responsibility of informing her immediate supervisor in writing of her condition and of the anticipated date of birth as soon as there is medical confirmation. The beginning and ending dates of the maternity leave shall be mutually agreed upon and determined on the basis of the following factors:

1. The employee's physical and mental condition and ability to perform her regular duties prior to and following birth of the child as verified by her physician on a medical report to be submitted to the Chancellor;
2. Her willingness to carry out her assignment;
3. The welfare of students of the District.

The employee shall continue to receive her same group insurance benefits during the leave of absence. Disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom shall be treated as sick leave in accordance with applicable provisions of the Education Code regarding certificated or classified employees. This leave of absence shall otherwise be without pay.

The employee, upon expiration of the leave, unless she otherwise agrees, shall be reinstated in the position held by her at the time of the granting of the leave of absence.