

**SCHOOL DISTRICT OF MAYVILLE**

532.31

**FAMILY AND MEDICAL LEAVE**  
(including Child Bearing and Child Rearing Leave)

A teacher may request family and medical leave pursuant to federal and/or state family and medical leave laws. Provision of family and medical leave shall follow the guidelines of the federal and/or state medical leave laws. This leave is intended to conform to and not exceed the requirements of the Family and Medical Leave Act of 1993 (FMLA) and the Wisconsin Family and Medical Leave Act (WFMLA). Sick leave with pay may be used for family and medical leave under this policy in accordance with provisions of the current employee agreement.

A teacher may request an unpaid child rearing leave in addition to that granted above. The Board, based on educational needs of the District, may agree to extend the unpaid leave for an additional semester. Teachers on unpaid child rearing leave shall return at the beginning of a quarter unless this requirement is waived by the Board.

Teachers on unpaid leave shall be permitted to continue, at their own expense, group insurance benefits. Teachers returning from unpaid leave shall suffer no loss of previously accumulated benefits.

Teachers on a leave of absence (paid or unpaid) shall agree as a condition of the leave, to meet weekly with the replacement teacher to review lesson plans, course curriculum, grading, parent/teacher conferences and other instructional activities. In the event the teacher on leave is out of the area for the leave, other provisions shall be made between the principal and the teacher.

LEGAL REF.: Section 103.10 Wisconsin Statutes  
Family and Medical Leave Act of 1993  
Americans with Disabilities Act of 1990

CROSS REF.: Administrative Directive 532.31, Family and Medical Leave  
511, Equal Opportunity Employment  
511.1, Employment of Persons with Handicaps/Disabilities  
MEA Agreement

APPROVED: June 16, 1986  
ADOPTED: July 21, 1986  
REVIEWED:  
REVISED: August 2, 2004

Signatures of School Board Members: \_\_\_\_\_  
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