MIDDLE BUCKS INSTITUTE OF TECHNOLOGY

SECTION: PROFESSIONAL EMPLOYES

TITLE: DISABILITY/MATERNITYCHILDREARING LEAVE

ADOPTED: July 1, 1991

REVISED:

435. DISABILITY/MATERNITY/CHILDREARING LEAVE

1.Authority

The Executive Council will grant, upon proper substantiated request, leave either for temporary disability without regard to gender (but including disabilities caused by or contributed to by pregnancy, miscarriage or childbirth, and recovery therefrom), or for the rearing or caring for a newborn or newly adopted child for a period not to exceed one (1) year. This leave will be without pay or benefits, other than entitlement under vested insurance coverages.

The Executive Council may require that requests for disability leave be supported by a physician's statement. The Executive Council reserves the right to require consultation with the employe's doctor by the school doctor or an independent physical examination to verify the employe's status or claim(s).

2.Guidelines

Except in cases of sudden emergency, the employe shall provide the Director with notice in writing of the beginning and ending of such leave as far in advance as can reasonably be expected so that there is a minimum of detriment to the education of children. Four (4) weeks notice shall be deemed reasonable in any case.

While on leave, the employe is entitled to use accrued sick leave for actual sickness, pursuant to the School Code. No fringe benefit payments will be made from any sick leave payments. While on leave, the employe shall have the privilege of continuing contributions to retirement and fringe benefits upon written notification to the Director of such intent. The school is not responsible for the continuation of insurance(s) if payments are not made when due or if insurance carriers refuse to extend coverage.

This policy does not authorize an employe to "pyramid" benefits or various types of leaves as a matter of right; and in each case where an employe seeks to tack on one type of leave to another, it will be reviewed and heard by Executive Council. Where the employe is covered by a collective bargaining contract, the grievance procedure will be used. The intent of this policy is to conform to the laws regarding gender equality and not to make unilateral changes in the contract.