

**Absences, Leaves and Vacations****EXTENDED PARENTAL/ILLNESS OF SELF/LEAVE WITHOUT PAY**

An employee who is pregnant or ill shall be granted extended leave without pay at the employee's request. A supporting health care provider's statement shall be submitted at the time the leave is requested, as well as prior to returning to work at the conclusion of the leave.

Parental leave shall also be provided, upon request, to male employees and adoptive parents of infants (one year of age or less), when accompanied by supporting documentation establishing the date of birth or date of adoption, as applicable. Parental leaves may begin no later than the end of the first year after the date of the child's birth or adoption. The maximum period for which a parental leave may be granted is one year.

Employees on extended parental or illness of self leave without pay may, upon approval and with their health care provider's concurrence, be employed in a part-time or substitute capacity on a limited basis, prior to the expiration of the leave.

The full text of provisions governing Extended Parental/Illness of Self/Leave Without Pay are contained in each bargaining unit's labor contract and these provisions shall govern the administration of such leaves.

Specific Authority: 230.22(2) F.S.

Law Implemented, Interpreted, or Made Specific: 231.39(3) F.S.

**History: THE SCHOOL BOARD OF DADE COUNTY, FLORIDA**

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