

1 **Potomac Elementary**

2
3 **PERSONNEL**

5329

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5 Long-Term Illness/Temporary Disability/Maternity Leave

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7 Employees may use sick leave for long-term illness or temporary disability, and, upon the
8 expiration of sick leave, the Board may grant eligible employees leave without pay if requested.
9 Medical certification of the long-term illness or temporary disability may be required, at the
10 Board's discretion.

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12 Long-term illness or temporary disability shall be construed to include pregnancy, miscarriage,
13 childbirth and recovery therefrom. Maternity leave includes only continuous absence
14 immediately prior to delivery, absence for delivery, and absence for post-delivery recovery, or
15 continuous absence immediately prior to and in the aftermath of miscarriage or other pregnancy-
16 related complications. Such leave shall not exceed six (6) weeks unless prescribed by a
17 physician.

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19 Leave without pay arising out of any long-term illness or temporary disability, including
20 pregnancy, miscarriage, childbirth and recovery therefrom, shall commence only after sick leave
21 has been exhausted. The duration of leaves, extensions, and other benefits for privileges such as
22 health and long-term illness or temporary disability plans in the event of maternity leave, shall
23 apply under the same conditions as other long-term illness or temporary disability leaves.

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25 The Principal shall follow the intent of Title VII of the 1964 Civil Rights Act as amended in
26 1978 by the Pregnancy Discrimination Act, and the scope of applicable law and court rulings in
27 the state of Montana.

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31 Legal Reference: § 49-2-310, MCA Maternity leave – unlawful acts of employers
32 § 49-2-311, MCA Reinstatement to job following pregnancy-related
33 leave of absence
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35 Policy History:

36 Adopted on: March 14, 2011

37 Reviewed on:

38 Revised on: