

PERSONNEL

The school board desires that the division's sick leave plan comply with Public Law 95-555 as quoted in the legal reference to this policy and its hospitalization insurance coverage shall include pregnancy related illness.

The school board must approve all regulations pertaining to sick leave prior to their effective date.

Legal Reference:

Title VII of the Civil Rights of 1964 as amended by Public Law 95-555 approved October 31, 1978. . . . "(k) the terms 'because of sex' or 'on the basis of sex' include, but are not limited to, because of or on the basis of pregnancy, childbirth, or related medical conditions; the woman affected by pregnancy, childbirth, or related medical conditions shall be treated the same for all employment-related purposes, as other persons not so affected but similar in their ability or inability to work, and nothing in section 703(h) of this title shall be interpreted to permit otherwise. . . ." (1978)

Family and Medical Leave Act of 1993

Editor's Note: See Family and Medical Leave Policy 5-47 and Regulation 5-47

Adopted by School Board: January 6, 1981