

# Tyrone Area School District

TITLE: PREGNANCY/CHILDREARING  
LEAVE

ADOPTED: November 8, 1994

REVISED:

<p>1.Purpose</p> <p>2.Guidelines</p>	<p style="text-align: center;">435.1. PREGNANCY/CHILDREARING LEAVE</p> <p>A pregnant employe shall be granted a pregnancy leave without pay. An employe is entitled to use accrued sick leave for the period of disability due to pregnancy as certified by the employe's physician.</p> <p>While on pregnancy leave, the employe shall be treated as any other employe unable to perform his/ her duties due to illness or disability.</p> <p>A pregnant employe shall submit written notification to the Board of the anticipated duration of the pregnancy leave no less than thirty (30) days prior to the expected date of the leave. The pregnancy leave will be granted for the period of disability due to pregnancy as certified by the employe's physician.</p> <p>An employe returning from pregnancy leave shall provide the Board with a certificate from the employe's doctor indicating fitness to return to duty.</p> <p>An employe returning from pregnancy leave shall notify the Board. The Board shall offer the employe returning from pregnancy leave the position held prior to pregnancy leave.</p> <p>An employe shall be eligible for a childrearing leave without pay in that period immediately following childbirth or in that period immediately following the adoption of a child.</p> <p>A written notice shall be given to the Board stating the dates at least thirty (30) days prior to the commencement of the childrearing leave. Such leave shall not commence earlier than the date of the birth or adoption of the employe's child and shall not exceed one (1) year. In no event shall combined pregnancy leave and childrearing leave exceed one (1) calendar year.</p> <p>In the event of miscarriage or stillbirth, or should an adoption fail to be completed, the employe shall be permitted to return from childrearing leave upon two (2) weeks prior notification to the Board.</p>
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