

CHAPTER 6.00 – HUMAN RESOURCES

FAMILY AND MEDICAL LEAVE

6.70.3

- I. In compliance with the Family and Medical Leave Act of 1993 (“FMLA”), full time Dale County School System employees that are eligible under the FMLA are entitled to take up to twelve (12) weeks unpaid leave a year for the following reasons:
 - A. The birth of the employee’s child;
 - B. The placement of a child with the employee for adoption or foster care;
 - C. To care for the employee’s spouse, child, or parent who has a serious health condition;
 - D. A serious health condition rendering the employee unable to perform his/her job; or
 - E. Other request as approved by the Dale County Board of Education.
- II. Employees are to provide at least thirty (30) calendar days notice, if possible, of their intention to take leave. Medical certification that the leave is needed is required for the employee’s own serious health condition or that of a family member. The Dale County Board of Education will continue the eligible employee’s health insurance under the same conditions as if the employee were working. Upon returning from leave, the eligible employee will be restored to the same or equivalent position with equivalent pay, benefits, and other terms and conditions of employment.
- III. Eligible employees under the FMLA are hereby notified that the Board considers any leave of absence that qualifies as FMLA leave, whether or not specifically requested or designated as such, to count toward the twelve (12) week leave time required under the FMLA to the extent allowed by law.

STATUTORY AUTHORITY:

**CODE OF ALABAMA
16-1-30**

LAW(S) IMPLEMENTED:

**ALABAMA CODE
16-1-18.1, 16-11-9, 16-22-9, 16-24-13
THE FAMILY AND MEDICAL LEAVE ACT OF 1993,
PART 825 OF THE CODE OF FEDERAL REGULATIONS,
TITLE 29, U.S. DEPARTMENT OF LABOR, EMPLOYMENT
STANDARDS ADMINISTRATION, WAGE AND HOUR DIVISION.**

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ALABAMA ADMINISTRATIVE PROCEDURE ACT: _____

HISTORY:

ADOPTED: Dec 16, 2008
REVISION DATE(S): _____
FORMERLY: NEW