

CONGRATULATIONS YOU'RE HAVING A BABY!

FAQs

Do I receive disability while I'm off for having my baby?

No, as school employees we do not pay into State Disability Insurance.

How does my sick leave work?

Pregnancy and the disability associated with giving birth is treated the same as any other illness or injury. Your doctor must provide you with medical verification indicating the time period for which you will be disabled from work. Typically, 6 weeks for vaginal births and 8 weeks for C-Sections. However, if you should have medical complications your doctor may extend your disability period. During this disability period your sick leave will be used as follows:

Certificated employee: Current sick leave then accumulated sick leave, then up to 100 days of sub-differential pay.

Classified employee: Current sick leave and then accumulated sick leave and half pay leave not to exceed 100 days combined.

If I have my baby during a break (fall, winter, spring, or summer), do I get to take extra time off?

No. Your disability time does not start and stop with breaks; however, your sick leave is not deducted for any day you are not scheduled to work.

Can other employees donate time to me if I don't have enough sick leave?

No, pregnancy does not fall under catastrophic leave.

What if I'm buying income protection or disability insurance (usually through Standard or American Fidelity)?

You will need to request a claim form from the company. You complete a section, your doctor completes a section and the district completes a section. You then mail that into the company. Typically these plans cover up to 75% of your pay while you are disabled.

What about health insurance for my newborn?

Your baby is covered for the first 30 days, but you must come in and officially enroll your newborn within those first 30 days.

Can I stay off longer than my 6 or 8 weeks and choose to use sick leave or vacation?

Once you are no longer "disabled" you may not use sick leave. You may request personal necessity, if available, for up to 7 days. If you have vacation you may request the use of your vacation time.

What kind of leaves can I take after my baby arrives?

You may request a Family Medical Leave, which is unpaid but provides continuation of your medical benefits for up to 12 weeks during the first year for child bonding (reminder: you will

be required to continue your premium contribution). You must make your request in writing prior to your doctor's release to work. Additionally, classified employees may request up to 12 consecutive months of unpaid childcare leave and certificated employees may request unpaid leave for up to the remainder of the current school year and two additional semesters.

May I purchase my service credit under PERS or STRS for my unpaid leave?

Both PERS and STRS have provisions to allow you to purchase service credit for periods of time lost for unpaid leave associated with maternity/paternity. It is a good idea to inquire of this when you return from your leave.

My spouse works for the district; does he get time off too?

Your spouse may request time off under personal necessity for paternity. Your spouse may also request "unpaid leave" as provided by the collective bargaining agreement. When both parents are employees of the district the 12 weeks of unpaid FMLA may be split or shared if desired.

I still have questions, should I make an appointment?

Yes, please call Benefits department at 585-4420 to schedule.