

## **Family and Medical Leave**

The board shall comply with the 1993 Family and Medical Leave Act.

Employees with at least one full year of service and at least 1,250 hours of work in the last 12 months are entitled to unpaid leave of up to 12 weeks in any one year period for the birth/adoption of a child or for serious personal or family health reasons.

Leaves may be continuous or intermittent with the agreement of the employee and the superintendent. Benefits shall continue during the leave upon payment of appropriate contributions.

Upon conclusion of the leave, the employee shall be returned to the same position or an equivalent position. If the employee does not return as scheduled, termination from the position may result.

The superintendent reserves all rights to require proper documentation of all leaves under the Act and this policy.

Approved: (MASB, NA & M 3-15-93)  
LEGAL REF: MCL 380.1230; 380.1539(b)