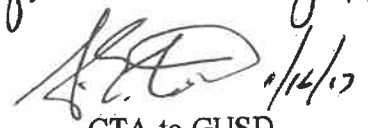


213PM UGMM... 11/16/17



GTA to GUSD

November 16, 2017

Article 10 – Leaves of Absence

Section 4 Pregnancy, Maternity Disability, Child Care, Adoption Leave

e. Parental Leave (effective January 1, 2017)

A permanent or probationary employee who has worked for the District for twelve (12) months (summer break is included in this time period) may request a leave of absence for reason of the birth of a child of the employee, or the placement of a child with the employee in connection with the adoption or foster care of the child by the employee as follows:

- (1) When an employee has exhausted all available sick leave under Section 2 of this Article, and continued to be absent from his or her duties on account of parental leave, and is eligible for parental leave pursuant to the California Family Rights Act ("CFRA," Government Code 12945.2), the employee may receive up to 12 school weeks (60 work days) of paid leave, 50 percent (%) of base salary for each such day (Partial Pay).
- (2) If an employee seeks to take parental leave, as specified above, but has not exhausted all available sick leave, the employee may use sick leave provided under Section 2 of this Article for parental leave purposes. However, the 12-weeks (60 work days) of paid parental leave period shall only be available to employees who exhaust all sick leave before or during the 12-week period (60 days) and shall be reduced by any such period of sick leave taken during the 12-week period (60 days) of parental leave. Nothing in this section shall be interpreted to prohibit an employee who does not wish to exhaust his or her sick leave from requesting and receiving up to 12 school weeks (60 work days) of unpaid leave for child bonding purposes under CFRA, so long as the employee qualifies for such leave. An employee who elects not to exhaust his/her sick leave during the parental leave is ineligible for and cannot access the 50 percent (%) of base salary for each such day (Partial Pay).
- (3) The foregoing provisions are intended to comply with Education Code Section 44977.5. Should the Legislature revise the applicable statutory requirements, or should a state agency issue guidance on the applicable statutory requirements, to the extent that the revisions and/or guidance are in conflict with the foregoing provisions, the parties shall promptly meet and negotiate for the purpose of addressing those conflicts.

- (4) If an employee has exhausted the 12-week period (60 work days) of parental leave paid at the 50 percent (%) of base salary for each such day (Partial Pay), and seeks to continue leave for the purpose of caring for his/her natural or adopted child, the employee may request to receive an additional unpaid leave of absence if in accordance with Section 4d above – Child Care.
- (5) Employees seeking to take leave under this Section shall, if the need for such leave is foreseeable, notify the District that the employee intends to take such leave at least fifteen (15) days prior to the anticipated date on which the leave is to commence. If the need for leave is not foreseeable, the employee shall notify the District as soon as practicable.
- (6) If an employee is taking a parental leave longer than 20 days, the employee shall notify the District no later than ten (10) days prior to the ending date of the leave of his/her intent to return to service. If the need to extend the leave is not foreseeable, the employee shall notify the District as soon as practicable.
- (7) Employees are only entitled to 12-workweeks (60 work days) of parental leave in any 12-month period. This parental leave may be utilized anytime during the year following birth or placement of a child and may be split over two school years if it has not been exhausted in accordance with the CFRA limitations. The 50 percent (%) of base salary for each such day (Partial Pay) parental leave runs concurrent with the 12 weeks (60 work days) of baby bonding leave already provided under CFRA.
- (8) Where both parents are employees of the District, the District may limit the period of parental leave to 12 total workweeks (60 work days) between the two parents.