


MATERNITY / PARENTAL LEAVE

LEAVE POLICY

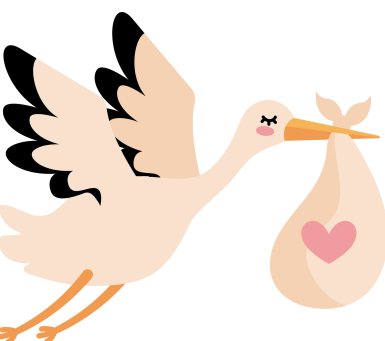
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- District Leave of Absence policy is based on FMLA/CFRA entitlement, Ed. code and Bargaining Union Contract.
 - If eligible under FMLA/CRA, you may be entitled up to 60 days (12 weeks) of leave

Pregnancy Disability

- Disability Leave (aka PDL - Pregnancy Disability Leave) administered by Guardian at 2/3 pay + district pays 1/3.
- Effective when your doctor places you off of work and ends:
 - 6 weeks post-partum for normal delivery
 - 8 weeks post-partum for c-section
- Parental Leave begins once the disability period ends.



PARENTAL



Parental Leave is time to bond with your new addition to your family after birth or adoption.

- Paid using Sick Leave and/or Vacation
- Additional time taken over the 60-days entitlement is using vacation or unpaid.

LEAVE PROCESS

- Schedule a Meeting with HR
- Request for doctor's note
- Submit Leave of Absence Request
- Apply for Guardian (*If applicable*)



RESOURCES

- [District Leave of Absence policy](#)
- [FMLA \(Family Medical Leave Act\) \(Federal\)](#)
- [CFRA \(California Family Rights Act\) \(State\)](#)
- [Guardian Disability FAQs](#)



CONTACT

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