

MATERNITY LEAVE**I. Paid Maternity Disability Leave**

- A. A female confidential employee who is certified by a licensed physician to be physically disabled from performing her assigned duties due to pregnancy may utilize sick leave and the benefits provided in district policy 4451.1, Section A for absences necessitated by pregnancy, miscarriage, childbirth and recovery.

II. Unpaid Maternity Leave

- A. A female employee may be granted a leave of absence without pay due to pregnancy.
- B. The employee may return to duty at a time mutually convenient to the employee and the district provided that there is a written release from a licensed physician, but the return to work shall be within six (6) months of the child's birth.
- C. Leaves of absence without pay may be extended by the Board of Trustees for periods of six (6) months following the childbirth upon request of the female employee. Such leave shall not count as experience for salary placement purposes.
- D. If an employee fails to report to work within five (5) days after the expiration of maternity leave (unpaid), her status with the district may be terminated.