

Mother Friendly Workplace

The district recognizes that a normal and important role for mothers is to have the option and ability to provide for their child by breast feeding or expressing milk in the workplace.

District employees shall be provided with an adequate location for the expression of milk or breast feeding in a room or other location in close proximity to work areas, other than a restroom, where an employee can breast-feed her child or express milk in privacy. Building administrators shall seek the advice of a school nurse or health professional in determining the most reasonable facility accommodation.

Designated Locations

The designated locations will be published in employee handbooks. In addition, a list of the designated locations will be readily available in the central office of each school facility and in the central administrative office. The private room shall include:

1. A door with a lock.
2. Electrical outlets for electric pumps.
3. Sanitation facilities including a sink close by, for hand washing and the rinsing of containers.
4. A sign up sheet and a sign posting the room as “private during use”.

Rest Period

The district shall provide reasonable unpaid rest periods to accommodate an employee who needs to express milk for her child. Unless otherwise agreed to by the district and the employee, the district shall provide the employee a 30-minute rest period to express milk during each four-hour work period, or the major part of a four-hour work period, to be taken by the employee approximately in the middle of the four-hour work period. If feasible, employee will take the rest periods at the same time as rest (i.e., break) or meal periods that are otherwise provided to the employee. If not feasible, employee is entitled to take an unpaid rest period of up to 30 additional minutes during each four-hour period to express milk. The employer may allow the employee to make up unpaid time before the start of, or at the end of their regular shift.