

Echo School District 5R

Code: **GCBDA/GDBDA**
Adopted: 11/10/98
Readopted: 1/22/13
Orig. Code(s): GCBDA/GDBDA

Family Medical Leave

The district will comply with all provisions of the Oregon Family Leave Act (OFLA) of 1995, Oregon Military Family Leave Act of 2009 and other applicable provisions of Board policies and collective bargaining agreements regarding family medical leave.

In order to be eligible under state law, an employee must work an average of 25 hours per week and have been employed at least 180 days prior to the first day of the family medical leave of absence. However, for parental leave purposes, an employee becomes eligible upon completing at least 180 days immediately preceding the date on which the parental leave begins. There is no minimum average number of hours worked per week when determining employee eligibility for parental leave.

The superintendent will develop administrative regulations as necessary for the implementation of the provisions of state law.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)
[ORS 342.545](#)
[ORS 659A.090](#)
[ORS 659A.093](#)
[ORS 659A.096](#)
[ORS 659A.099](#)
[ORS 659A.150 - 659A.186](#)

[OAR 839-009-0200 to-0320](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2006); 28 C.F.R. Part 35 (2006).
Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601-2654 (2006); Family and Medical Leave Act of 1993, 29 C.F.R. Part 825 (2008).

National Defense Authorization Act of 2008, Public Law 110-181, § 585(a).

National Defense Authorization Act for Fiscal Year 2010, Public Law 111-84, § 565.