

Helix School District 1R

Code: **GB0**
Adopted: 1/8/97
Orig. Code(s): None

Family Medical Leave

Eligible employees may be granted up to twelve (12) weeks of unpaid leave for any of the following reasons:

- * to care for the employee's child after birth, or placement for adoption of foster care;
- * to care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- * for a serious health condition that makes the employee unable to perform the employee's job.

At the employee's or district's option, paid leave may be substituted for unpaid leave.

To be eligible for Parental Leave, an employee must have worked ninety (90) days or more immediately prior to the first day of a requested leave and not be employed on a seasonal or temporary basis for a period of six months or less.

Employees must provide the district with 30 days advance notice when the leave is foreseeable.

All applicable Federal/State laws, Board Policy, and labor agreements will be considered when a request for parental leave is being processed.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)

[ORS 342.545](#)

[ORS 659A.150 - 659A.186](#)

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

Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).