

# Scappoose School District 1J

Code: **GDBDC/GCBDC**  
Adopted: 12/11/95

## Parental Leave

The district will comply with all provisions of the Family and Medical Leave Act of 1993 and other applicable provisions of state leave laws, Board policies and labor agreements regarding parental leave. In order for an employee to be eligible for the benefits under federal law, he/she must have been employed by the district for the previous 12 months and have worked at least 1250 hours during the past 12 month period. In order to be eligible under state law, an employee must have been employed 90 calendar days or more immediately prior to the first day of requested leave and not be employed on a seasonal or temporary basis for a period of six (6) months or less.

Federal and state leave entitlements generally run concurrently.

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

END OF POLICY

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### 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).  
Americans with Disabilities Act Amendments Act of 2008.  
National Defense Authorization Act for Fiscal Year 2010, Public Law 111-84, § 565.  
Escriba v. Foster Poultry Farms, Inc. 743 F.3d 1236 (9<sup>th</sup> Cir. 2014).