

Dickson County Board of Education

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| Monitoring: Review: Annually, in July | Descriptor Term: Paid Parental Leave | Descriptor Code: 5.3051 | Issued Date: TBA |
| | | Rescinds: NEW | Issued: |

1 PAID PARENTAL LEAVE

2 All full-time employees will be granted absence from work with pay for a period of time equal to
3 six(6) work weeks because of the birth (or stillbirth) or the employee's child of because of the
4 placement of a child with the employee for adoption, and upon the employee giving thirty-days' notice
5 to the principal of the school where the employed or to the employee's immediate supervisor.¹ If the
6 employee learns of the birth or adoption less than thirty (30) days in advance, the employee shall give
7 the notice as soon as reasonably possible. For the purpose of calculating service anniversary dates, this
8 absence from work is considered full-time employment.

9 Leave used by an employee pursuant to this policy will not be charged to sick, annual, or other leave
10 the employee may have accumulated. Leave granted pursuant to this section will count toward the
11 teachers' use of leave required to be given by this state as an employer under the federal Family and
12 Medical Leave Act (FMLA) and state maternity leave.^{2,3} An employee must not be granted more than
13 six (6) work weeks of paid leave during a twelve-month period, even if there is more than one (1)
14 qualifying birth or adoption. Leave granted pursuant to this section must be used within twelve (12)
15 months of the qualifying birth or adoption.

16 Paid leave under this policy must be paid at one hundred percent (100%) of the employee's salary.

17 DEFINITION

18 A qualified full-time employee with Dickson County Schools who has been employed for at least the
19 preceding twelve consecutive months.

¹ T.C.A § 8-50-812

² 29 U.S.C. §2601, et seq

³ T.C.A § 4-21-408