

Family Leave

Employees of the Issaquah School District are entitled to a total of twelve (12) workweeks of family and medical leave during any fiscal year (July 1 - June 30). This leave is to be used for:

- A. the birth of a child and to care for a newborn child
- B. the placement of a child with the employee for adoption or foster care that requires State action
- C. caring for the employee's seriously ill spouse, parent, or child under eighteen (18) years of age, or a child age 18 or over who is incapable of self-care because of a mental or physical disability
- D. a serious health condition that makes the employee unable to perform her/his job functions

If leave is taken for birth or placement for adoption or foster care and both spouses work for the Issaquah School district, the family and medical leave that may be taken is limited to a combined total of twelve (12) workweeks, provided that any period of physical disability taken by the biological mother shall not be included in the twelve (12) week limitation. Family and medical leave shall be without pay for all or part of the leave. Definitions of the above terms will be consistent with those in the Family and Medical Leave Act.

The Superintendent is directed to develop procedures to implement this policy.

Legal References:

RCW 49.78
CFR Part 825

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Family and Medical Leave Act: 29

Adopted March 23, 1994
Formerly: Policy No. 5328