



TEACHER MATERNITY LEAVE INFORMATION

In addition to reviewing the following information, MTI strongly advises all individuals to schedule a maternity leave consultation session with MTI staff prior to requesting a leave.

PREGNANCY LEAVE

Duration: Six weeks is considered the standard recovery period after birth (eight (8) weeks for a C-section). The recovery period can be extended if medically necessary and supported by a physician's letter.

Compensation: Individuals on medical maternity recovery leave may be eligible to receive compensation from their accumulated Personal Sick Leave (PSLA) account, their Legal Leave (if FMLA-eligible), and the Teacher Sick Leave Bank. Sick Leave Bank benefits begin after the following occur: 1) the employee must be off work for at least eleven (11) consecutive days, and 2) the employee must have exhausted their Personal Sick Leave account. Therefore, provided the member has at least 11 days in their PSLA, and is eligible for the Sick Leave Bank benefits, she should receive full pay through a standard six week leave. (*See also Section 10.03 of the Teacher Addendum to the Employee Handbook.*)

Benefits: Individuals continue to receive District contribution towards insurances as long as they are in pay status, (including Personal Sick Leave and Sick Leave Bank).

FAMILY AND MEDICAL LEAVE (FMLA)

Both the Wisconsin Family and Medical Leave Act and the Federal Family and Medical Leave Act provide eligible employees, among other things, the option of taking additional time off after the birth of a child. Requests for FMLA leave require "reasonable notice" and should be made at the time of the initial leave of absence request.

Eligibility: Both Acts contain specific eligibility criteria. Individuals should contact the District's Human Resources office to determine eligibility.

Duration: Among other benefits, both Acts provide for up to an additional six (6) week leave after the conclusion of the standard six week maternity recovery leave. In other words, those individuals eligible for FMLA leaves could receive up to twelve (12) week leaves of absence as opposed to the standard six-week leave.

Compensation: Members on FMLA leaves due to birth of a child can substitute accrued paid leaves to provide compensation. For teachers, this could include accrued Personal Sick Leave, two (2) paid Legal Leave days (note: Legal Leave does not accrue), and Ready, Set, Go (RSG) flex time.

Benefits: While on FMLA leave, the District is required to continue health insurance contributions as if the individual were working. When paid leave ends, the employee assumes responsibility for dental and life insurance premiums.

CHILD REARING LEAVE OF ABSENCE

A Child Rearing Leave of absence is available for up to one (1) year. One Child Rearing Leave of absence is granted per non-school-aged child. Teachers retain the right to return to their former position (*see also Section 14.02*) upon their return to work.

KNOWING YOUR RIGHTS

Coordinating the various contractual and statutory rights regarding maternity and FMLA leaves can be complex. That is why MTI strongly recommends a maternity leave consultation prior to requesting a maternity leave. Don't sacrifice your rights. Let MTI assist you in making informed decisions about your leaves of absence.