

## **Leave of Absence Type**

### **FMLA**

This leave is federally mandated and stands for the Family Medical Leave Act. This leave can be used for the following reasons:

- The birth and first year care for his/her child
- The adoption or foster placement of his/her child
- The serious health condition of a spouse, child or parent
- A serious health condition
- Other conditions required by FMLA

### **Eligibility**

- You must have been employed by Shakopee Schools for the previous 12 months
- You must have worked 1,250 hours during the previous 12 months

### **Pay**

This is a paid leave for up to six weeks. Payment for this leave will be taken from your sick time. If you have no sick time available, you will not be paid.

\*Exceptions: Maternity leaves involving a c-section will be paid eight weeks. A doctor's note must be provided.

### **Employee Groups Eligible**

All employee groups are eligible for this leave as long as they meet the eligibility requirements.