

# CITRUS COMMUNITY COLLEGE DISTRICT BOARD POLICY

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## MATERNITY LEAVE WITH PAY

Certificated employees' request for use of accumulated sick leave for the period that coincides with the attending physician's statement regarding physical unfitness for service shall be granted and treated as maternity disability absence (illness). Ordinarily an employee is expected to resume her duties as soon after the termination of pregnancy as her physician certifies that she is physically capable of resuming her duties. If the employee does not wish to resume her duties until a later date, she may request a personal leave without pay, to be effective immediately following the pregnancy leave.

## MATERNITY LEAVE WITHOUT PAY

Maternity leave without pay shall be granted certificated employees of the District under the following conditions:

1. The effective date of the maternity leave of absence may be granted at any time during the first six months of pregnancy.
2. With written permission of the physician, on a continuing basis, the employee may continue working during the remainder of the pregnancy period.
3. The employee may return any time after the birth of the child and within the contract year (and within the regular working year) upon the mutual agreement of the employee, the supervisor, and the physician (in writing.)

Adopted ..... 12/14/76

### Reference

Education Code 13456, 13476, 13468

Labor Code 1420.2