Pregnancy/Birth of a Child
Instructional Staff

(A) Employee gives birth, is eligible for extended sick leave, qualifies for FMLA and chooses not to return to work when medically able.

An absence for an FMLA qualifying event will be counted toward the employee’s twelve weeks of eligibility under the FMLA from the beginning of the employee’s absence.

(1) Medical statement provided to the University indicating that the employee is unable to work due to pregnancy or delivery.
(2) Medical statement provided to the University indicating that the employee is medically able to work.

(B) Employee gives birth, is not eligible for extended sick leave (has less than two years of employment), qualifies for FMLA, and chooses not to return to work when medically able.

An absence for an FMLA qualifying event will be counted toward the employee’s 12 weeks of eligibility under the FMLA from the beginning of the employee’s absence.

(C) Employee gives birth, is not eligible for extended sick leave, does not qualify for FMLA, and chooses not to return to work when medically able.

*Regular instructional staff with a 12 month appointment are eligible for vacation.