

1 Great Falls School District

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3 **PERSONNEL**

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5 Maternity and Paternity Leave

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7 The District’s maternity policy covers employees who are not eligible for FMLA leave at Policy
8 5328. Maternity leave includes only continuous absence immediately prior to adoption, delivery,
9 absence for delivery, and absence for post-delivery recovery, or continuous absence immediately
10 prior and in the aftermath of miscarriage or other pregnancy-related complications.

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12 The District shall not refuse to grant an employee a reasonable leave of absence for pregnancy or
13 require that an employee take a mandatory maternity leave for an unreasonable length of time.

14 The District has determined that maternity leave shall not exceed 6 weeks unless mandated
15 otherwise by the employee’s physician. Employees will be required to use appropriate
16 accumulated paid leave concurrently while on FMLA leave.

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18 The District shall not deny to the employee who is disabled as a result of pregnancy any
19 compensation to which the employee is entitled as a result of the accumulation of disability or
20 leave benefits accrued pursuant to plans maintained by the employer, provided that the employer
21 may require disability as a result of pregnancy to be verified by medical certification that the
22 employee is not able to perform employment duties.

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24 An employee who has signified her intent to return at the end of her maternity leave of absence
25 shall be reinstated to her original job or an equivalent position with equivalent pay and
26 accumulated seniority, retirement, fringe benefits, and other service credits.

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28 The District will review requests for paternity leave in accordance with any applicable policy or
29 collective bargaining agreement provision governing use of leave for family purposes.

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31 Legal Reference:

32 § 49-2-310, MCA

Maternity Leave – Unlawful Acts of Employers

33 § 49-2-311, MCA

Reinstatement to Job Following Pregnancy – Related Leave
of Absence

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35 Admin. R Mont. 29.7.1201-1207

Maternity Leave

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37 Policy History:

38 Adopted on: August 23, 2021

39 Revised on: