

Bigfork School District #38

PERSONNEL

5329

Maternity Leave

It is the policy of the Bigfork Public Schools to allow the use of sick leave for maternity leave including pregnancy, miscarriage, childbirth and recovery therefrom. The District shall comply with the language and intent of Title VII of the 1964 Civil Rights Act as amended in 1978 by the Pregnancy Discrimination Act and within the scope of applicable law and court rulings in the state of Montana.

Guidelines for use of Maternity Leave are part of the negotiated agreements with the BUC and the BAEA. Employees who are not covered by these agreements will be allowed the same privileges as outlined in the BAEA Negotiated Agreement.

Legal Reference: 49-2-310, MCA Maternity Leave
49-2-311, MCA Reinstatement to job following Pregnancy

Adoption Date: 1/4/96