

**FAMILY LEAVE**

Employees are entitled to family leave pursuant to the state Family Leave Act, N.J.S.A. 34:11-B-1 et seq., and the federal Family and Medical Leave Act, 29 U.S.C. 2601 et seq.

An employee shall be eligible for state family leave once he or she has worked for at least twelve (12) months, for at least 1,000 hours. An employee shall be eligible for federal leave after he or she has worked for at least twelve (12) months, for at least 1,250 hours.

An eligible employee is entitled to leave pursuant to the state act for the birth or adoption of a child or for the serious health condition of a family member. An eligible employee is entitled to leave pursuant to the federal act for the birth or adoption of a child, the serious health condition of a family member or the employee's own serious health condition.

An employee who takes leave pursuant to the state act is entitled to twelve (12) weeks of leave in a twenty-four (24) month period. An employee who takes leave pursuant to the federal act is entitled to twelve (12) weeks of leave in a twelve (12) month period. The leave pursuant to both acts shall be without pay, but, health benefits, if any, shall be continued.

An employee on family leave shall not work full-time for another employer, unless he or she was so employed full-time prior to the commencement of the family leave. No teacher on family leave shall, on the basis of such leave, be denied the opportunity to substitute in the Rutherford School District.

The Board hereby authorizes the Superintendent to develop regulations which are consistent with this policy.

Legal References: N.J.S.A. 34:11B-1 et seq.  
NJ.A.C. 13:14-1.1 et seq.  
29 U.S.C. 2601 et seq.  
29 C.F. R. 825

Cross Reference: Policy Guide Number 4150  
Policy Guide Number 4151.4

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