

POLICY TITLE: Family and Medical Leave		
ADOPTION/EFFECTIVE DATE: 1/10/1994	MOST RECENTLY AMENDED: 8/23/1999	MOST RECENTLY REAFFIRMED: 5/20/2002
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY: Personnel		

1. General Provisions

Employees shall be entitled to leave for the following:

- a) For the birth of the employee's child in order to care for the child;
- b) For the adoption of a child or the placement of a foster child with the employee;
- c) For the care of a sick spouse, child, or parent who has a serious health condition;
or
- d) For the employee's own serious health condition that renders the employee incapable of performing the functions of his/her job.

Said leave shall be provided in accordance with and subject to the Family and Medical Leave Act and Board administrative procedures issued thereunder.

Board Approval Acknowledged By:

Patricia L. Skebeck, Secretary and Treasurer
Board of Education of Harford County

Policy Action Dates					
ACTION	DATE	ACTION	DATE	ACTION	DATE
Adopted	1/10/1994				
Amended	8/23/1999				
Reaffirmed	5/20/2002				

Responsibility for Policy Maintenance & References		
LAST EDITOR/DRAFTER NAME: Unknown	JOB POSITION OF LAST EDITOR/DRAFTER: Unknown	
PERSON RESPONSIBLE:	JOB POSITION OF PERSON RESPONSIBLE:	
DESIGNEE NAME: N/A	JOB POSITION OF DESIGNEE: N/A	
REFERENCE 1 TYPE: Legal	REFERENCE 1 NO.	REFERENCE 1 DESCRIPTION: Family and Medical Leave Act of 1993
REFERENCE 2 TYPE: Legal	REFERENCE 2 NO.	REFERENCE 2 DESCRIPTION: 29 United States Code 2601 et. Seq.
REFERENCE 3 TYPE: Legal	REFERENCE 3 NO.	REFERENCE 3 DESCRIPTION: 29 Code of Federal Regulations 285 et. seq.
REFERENCE 4 TYPE:	REFERENCE 4 NO.	REFERENCE 4 DESCRIPTION:
REFERENCE 5 TYPE:	REFERENCE 5 NO.	REFERENCE 5 DESCRIPTION:
POLICY NUMBER PRIOR TO NOVEMBER 1, 2005: Human Resources .06.01.007		