



Congratulations! You're Having A Baby!



The following information may be helpful to a member expecting a baby. For more information please contact the MTA office.

LEAVES

Pregnancy leave is the same as sick leave. Your physician will determine when and how long you will be out for child birth and recovery.

Find out how much sick leave you have earned. This information may be obtained through Human Resources at District Office.

Current Sick Leave - (K-12)12 days of sick leave are earned the first day of the school year. Current sick leave is exhausted prior to accumulated sick leave. (A.E.) 1 hour sick leave for each 18 hours of pay expected to be received by June 30.

Accumulated Sick Leave - unused sick days are saved for use in future years.

Accumulated sick leave counts toward STRS retirement. Accumulated sick leave is exhausted prior to difference pay.

Difference Pay - at the exhaustion of current sick leave and accumulated sick leave members have 100 days difference pay. The rate of pay is calculated by subtracting the substitute rate (\$130) from the members' per diem rate. For example: Member A earns \$200 per day

$$\$200 - \$130 = \$70$$

Member A's difference pay would be \$70 per day. Upon exhaustion of sick leave Bargaining Unit members are placed on a reemployment list. This means that the Bargaining Unit member is no longer employed by the District. The Bargaining Unit member remains on the reemployment list for 39 months if permanent and 24 months if not permanent. If the Bargaining Unit member does not return to active status within the time frame described above, the relationship with the District is completely severed.

NOTICE OF LEAVE

Notify your principal of your expected leave at least one month prior to the expected delivery date. You will need a physician's release to return to work.

ADOPTED CHILDREN

You may use up to 15 days of your sick leave upon adopting a child.

LEAVES FOR FATHERS

Up to 9 days of current sick leave may be used for personal necessity leave. Members may use the leave for a post-natal child care leave within 15 days after the birth of the member's child.

CHILD CARE LEAVE

If you wish to stay home with your new child after your physician releases you to go back to work or the 15 days are exhausted (see provision above), you may begin an unpaid leave of absence. You are guaranteed 12 months leave after the above leaves are completed. You may apply for a second year.

HEALTH AND WELFARE BENEFITS

As long as a member is on any of the 3 types of sick leave, all benefits are paid by the District. The Family Leave Act guarantees members 12 weeks of health benefits following the mother's medical release. Once the 12 weeks are exhausted, members may purchase the insurance through the Risk Management Department at the District Office.

HEALTH INSURANCE FOR YOUR BABY

Notify the Risk Management Department at District Office immediately after giving birth. You must enroll your child as a dependent for health insurance within 30 days of birth to ensure coverage.

ELIGIBILITY FOR SERVICE INCREMENT

You must have served 60% of the days school was in session to qualify for an additional year on the salary schedule. (K-12 is 110 days for traditional calendar and 107 days for YRE multi track.)