

# RUMSON SCHOOL DISTRICT POLICY 4152.3/4252.3

## Rumson, New Jersey

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### CHILD CARE LEAVES OF ABSENCE

The Rumson Board of Education may grant an unpaid leave of absence for the purposes of childcare of an infant for employees who fulfill the basic requirements. No requests will be disapproved arbitrarily, discriminatorily, or capriciously.

An employee requesting the leave must have at least three full years of service in the Rumson School District.

An employee desiring an unpaid childcare leave shall apply no less than sixty (60) calendar days before the anticipated delivery date, or in the case of adoption, custody date, of the child.

Upon request of the employee and approval of the board, such leaves are to be for one full school year only. Shorter leaves will be considered only in extreme emergencies. Extensions are at the complete discretion of the board.

An employee desiring an extension of an unpaid childcare leave shall make the request prior to March 30<sup>th</sup>.

To be eligible for salary increment and credit toward longevity payments and educational grants, an employee must work at least five months in the school year(s) that the leave commences and terminates.

No benefits accrue to employees who are on unpaid leaves of absence. (See Policy 4144).

An unpaid leave shall be granted only during a contractual period and in no case will go beyond June 30<sup>th</sup> in any given year.

An employee returning after a childcare leave need not be given the same assignment as before but shall accept any assignment for which he/she is certified.

Date: January 14, 1981

#### Legal Reference:

School Law Report (November/December 1979)

Cinnaminson vs. Silver 1976 New Jersey S.L.D. 738

Lavin vs Hackensack Board of Education June 6, 1979 Decision

