

# Chula Vista Educators

## Proposal

### To Chula Vista Elementary School District

April 5, 2023

## LEAVES

### ARTICLE 19. Childbearing Leave

- 19.1** *Employees are entitled to use sick leave for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom on the same terms and conditions governing absences from other illness or medical disability. The length of the disability including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be determined by the employee and the employee's physician with certification of such to be sent by the physician to the District upon request.*
- 19.2 Paid Maternity Leave:** In addition to pregnancy disability leave outlined in Article 19.1, a unit member is entitled to paid maternity leave in accordance with the following:
- 19.2.1** A unit member shall receive up to forty (40) workdays of fully paid maternity leave which occur within eight (8) consecutive calendar weeks of the birth of a child.
  - 19.2.2** In order to use the Paid Maternity Leave, the unit member must be in paid status and have actually rendered service to the District immediately prior to the disability.
  - 19.2.3** Paid Maternity Leave time will not be deducted from sick leave balances.
  - 19.2.4** Members must submit a Leave Request Form identifying the anticipated period of time for the leave.
  - 19.2.5** After the Paid Maternity Leave, a mother may take Childrearing Leave (Article 20) per section 44977.5 of the Education Code.

## ARTICLE 22. Family Care Leave

- 22.5** ~~If a unit member has worked .6 FTE or greater during the 12 months prior to taking paid CFRA leave for the birth, adoption, or foster care placement of their child, he or she will be deemed to have satisfied the requirement of having worked at least 1,250 hours in the 12-month period before the date the leave begins. If the unit member has taken sick leave for pregnancy disability leave or for the care of family for pregnancy disability leave, the 12-month period used for such calculation may be from the beginning of such sick leave or the beginning of the CFRA leave, whichever works most favorably for the unit member.~~