

PROMONTORY

school of expeditionary learning

EMPLOYEE PARENTAL LEAVE AND BREASTFEEDING POLICY

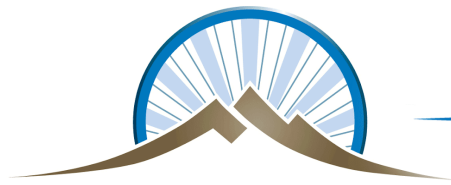
Parental Leave

1. Parental leave qualifies for FMLA if all other FMLA stipulations are met.
2. Utah law allows parental leave eligible employees to use up to three (3) work weeks of paid parental leave for:
 - a. The birth of the parental leave eligible employee's child
 - b. The adoption of a child
 - c. The appointment of legal guardianship of a child or incapacitated adult
 - d. The placement of a foster child in the parental leave eligible employee's care
3. A postpartum recovery leave eligible employee may use up to six (6) weeks of paid postpartum recovery leave for recovery from childbirth.
4. Employees must use personal days first while on leave. For any additional days on leave, employees will receive salary minus the sub rate plus payroll taxes paid. If a long-term sub (more than 15 days) is engaged, the sub may be paid at a higher rate. That additional cost will be deducted from the employee's salary.
 - a. Example: salary for half a month: \$1,500, sub teaches 11 days (paid \$100 plus \$7.20 taxes for each day) = \$1179.20, you would receive \$320.80.
5. When returning from parental leave within the same school year as the leave, it is the Director's discretion to provide up to 3 additional personal days.

Breastfeeding

Promontory School of Expeditionary Learning, in accordance with Utah State Code 34-49-101, recognizes the immediate and long-term health advantages of breastfeeding for infants and mothers and desires to provide a supportive environment for any employee to express milk for her infant child upon her return to work following the birth of the child. Promontory School of Expeditionary Learning prohibits discrimination, harassment, and/or retaliation against any school employee who chooses to express breast milk for her infant child while at work.

Promontory School of Expeditionary Learning will provide for at least one year after the birth of a public employee's child, reasonable breaks for each time the public employee needs to breastfeed or express milk and consult with the public employee to determine the frequency



PROMONTORY

school of expeditionary learning

and duration of the breaks. The breaks shall, to the extent possible, run concurrent with any other break period otherwise provided to the public employee.

Promontory School of Expeditionary Learning will provide a clean break room, with a door that closes for privacy, for the lactating public employee. In said break room, there will be a working electrical outlet. A clean working refrigerator and freezer for the storage of expressed breast milk will be available.