BIBB COUNTY SCHOOL DISTRICT

Dr. Dan A. Sims, Superintendent

ACTION MEMORANDUM

To: Bibb County Board of Education, Dr. Dan A. Sims, Superintendent

From: Emanuel Frazier, Assistant Superintendent for Human Resources
Sherry H. Culves, Parker Poe Adams & Bernstein LLP

Subject: Policy GBRIG - Federal Family and Medical Leave Act **(Second Reading)**

Summary

The District is presenting Policy GBRIG - Federal Family and Medical Leave Act, for Second Reading.

Background

The District has reviewed Policy GBRIG and has proposed revisions: 1) for consistency with the language of the federal regulations, particularly in the "Definitions" section, 2) to provide more detail about what constitutes a serious health condition triggering FMLA, and, 3) to clarify the distinction between FMLA leave for a serious health condition and FMLA leave for child bonding. The federal regulations allow employers to require the FMLA leave for child bonding be taken in a continuous block while allowing FMLA leave for a serious health condition to be taken intermittently. 29 C.F.R. § 825.202(c). Other minor revisions were made for clarity.

Revisions were made to Policy GBRIG-R(1) to: 1) explain the calculation of FMLA leave consistent with the federal regulations (29 C.F.R. § 200(h)), 2) ensure employees are aware of obligations regarding return to work from FMLA leave, 3) maintain the benefit of Approved Extended Leave but reduce the allowable leave to 45 days from 90 days, and 4) clarify the role of reasonable accommodations under the Americans with Disabilities Act when additional leave is necessary.

Recommendation

It is recommended that the Bibb County Board of Education approves revisions to Policy GBRIG - Federal Family and Medical Leave Act.

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Superintendent's Comments and Approval

Superintendent's Signature	Approved / Not Approved
Dr. Dan A. Sims	Approved