

INFORMATION MEMORANDUM

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

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

Subject: Regulation GARH-R(1) - Employee Leaves and Absences
(Board Review - Information Only)

Summary

The District is presenting Regulation GARH-R(1) - Employee Leaves and Absences, for Board Review - Information Only.

Background

New legislation, O.C.G.A. § 20-1-12, mandates leave for bone marrow and organ transplants and thus Regulation GARH-R(1) required updating. In reviewing the regulation, additional revisions were made for legal compliance. For example, absences for "Observance of Religious Holidays" were revised to allow a more fact specific analysis consistent with the United States Supreme Court ruling in *Groff v. DeJoy*. Additionally, the Regulation was amended to bring it in line with recent changes made to Policy GBRIG and account for the requirement that leave under FMLA for child bonding be taken as a continuous block, as allowed by law.

Next Step

The Board is requested to provide District administration with feedback regarding revisions to this regulation. The administration will then make any additional changes based on feedback from the Board. The regulation will be adopted by the administration posting it on Simbli.

Superintendent's Comments and Approval

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