

BIBB COUNTY SCHOOL DISTRICT
Dr. Dan A. Sims, Superintendent

INFORMATION MEMORANDUM

To: Board of Public Education for Bibb County ("Board")
Dr. Dan A. Sims, Superintendent

From: Dr. LaToya Smith, Assistant Superintendent for Human Resources
Sherry H. Culves, Parker Poe Adams & Bernstein LLP

Subject: Policy GARH - Employee Leaves and Absences **(First Reading)**

Summary

The District is presenting Policy GARH - Employee Leaves and Absences, for First Reading.

Background

Policy GARH has been revised to reflect the Board of Public Education for Bibb County's legal name and to make minor technical corrections.

Regulation GARH-R(1) is revised to address newly enacted legislation. First, O.C.G.A. § 20-2-851 increased the number of accumulated sick days an employee could use for personnel or professional leave from three (3) to five (5).

Second, Regulation GARH-R(1) has been revised to incorporate the requirements of O.C.G.A. § 45-20-23, providing for maternal birth leave. Maternal birth leave allows full-time maternal employees three weeks (120 hours) of paid leave immediately after childbirth to recuperate. Employees may be eligible for both maternal birth leave and paid parental leave. Maternal birth leave must be taken during the three (3) weeks after birth and therefore, would precede paid parental leave.

Next Step

Policy: The District will post Policy GARH - Employee Leaves and Absences for First Reading on Simbli to receive input from the Board members and stakeholders for 30 days. The policy will be brought to the next Board meeting for second reading and final Board adoption and approval.

Regulation/Exhibits: The Board is requested to provide District administration with feedback regarding revisions to the Regulation GARH-R(1). The administration will then



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make any additional changes based on feedback from the Board. The regulation will be adopted by the administration and posted on Simbli.

Superintendent's Comments and Approval

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