

**CLASSIFICATION: All Personnel**

**ADOPTED: 4/13/94**

**REVISED: 2/6/19**

**REVIEWED:**

**SUBJECT: Family and Medical Leave**

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The County Board of Education shall provide for paid and unpaid leaves of absence for employees in accordance with state and federal law, board policy, administrative regulation, collective bargaining agreements, and merit system rules, as applicable.

Employees of the county superintendent of schools will be granted family and medical leave in accordance with the requirements of applicable state and federal laws in effect at the time the leave is granted. No greater or lesser leave benefits will be granted than those set forth in state and/or federal laws. In certain situations, the federal law requires that provisions of state law apply. In any case, employees will be eligible for the most liberal benefits available under either law.

The county superintendent of schools shall establish an administrative regulation to implement a family and medical leave program for employees of the county superintendent of schools.

**Administrative Regulation: 4012**

**Derivation: Former Board Policy No. 4167, Adopted 4/13/94. Amended and Renumbered 4012, 5/10/95. Amended 2/6/19.**

**Legal Reference: Education Code  
44965  
Family Code  
297-297.5, 300  
Government Code  
12926, 12940, 12945-12946  
California Code of Regulations, Title 2  
11035-11051, 11087-11098  
The Family and Medical Leave Act of 1993  
29 U.S.C. 2601 et seq.**