

Maternity & Paternity Leaves

an introduction



Pregnancy!
congrats!

three
types
of
leave

Pregnancy Disability Leave

Duration set by your doctor
Begins the date your physician indicates you can no longer work.
Uses accumulated sick leave.
Excessive Sick Leave begins after your sick days are exhausted.

- Excessive Sick Leave:
1. 100 days
 2. Begins after accumulated sick leave is exhausted
 3. Paid at 50% rate
 4. Continues health benefits (at your current rate)

You're going to have questions:
Sherry.Manley@venturausd.org
She can help explain this to you!
(she did GREAT with me, and I'm not even close to pregnant)

Maternity/Paternity Leave

Up to 12 weeks
Uses accumulated sick leave.
After sick leave is exhausted, **paid at 50%**

Does this follow the contract?

Nope. It's better. Article 12 talks about a differential (you were paid the difference between the cost of the long-term sub and your daily rate). The cost, per day, of the LTS is \$248.23/day (2017). Your daily rate would have to be greater than \$496.46/day to earn MORE than the 50% pay. Your daily rate is lower than that. I know; we checked.
We're looking into changing the contract to reflect the current state law.

Child Rearing Leave

Unpaid
Up to one year
Benefits NOT paid