

FAMILY AND MEDICAL LEAVE ACT

The District's Family and Medical Leave Act Policy is intended to conform to, and not exceed, the requirements of the federal Family and Medical Leave Act of 1993 ("FMLA") and the Wisconsin Family and Medical Leave Act ("WFMLA"). This Policy is intended to comply with applicable laws and does not necessarily incorporate all provisions of such laws directly into the District's personnel policies. This Policy does not repeat every provision of the FMLA's or the WFMLA's statutory or regulatory requirements. Posters summarizing the benefits required to be provided under federal and state law may be found with other employment-related postings. In addition, employees may contact the Superintendent or his/her designee if they have specific questions.

Family and medical leave taken under this Policy may be covered by federal law, state law, or both. When leave taken by employees under this Policy is governed by both federal and state law, the more generous provision will control in the event of a conflict. However, when leaves are governed by state or federal law, but not both, the applicable law will control under this Policy. In this regard, employees should note that certain leaves may be covered by both state and federal law for only a portion of the leave.

Employees may be required to provide advance notice and certain information as set forth in the accompanying administrative procedures to be eligible for family or medical leave under this Policy. Employees may also be required to submit leave requests in writing when circumstances and applicable law permit. Use of other leaves provided by the District for the reasons covered by law or contract will be treated as use of family and/or medical leave whenever applicable law allows.

LEGAL REFERENCE: Family and Medical Leave Act of 1993 (410:891)
 Family and Medical Leave Act Regulation 29 CFR 825

 Wisconsin Family and Medical Leave Act-Wis. Stats. 103.10
 Wisconsin Family and Medical Leave Act Regulations-Ind 86 Wis.
 Admin. Code

Policy Adopted: March 21, 2007
Revised: June 19, 2019