

*Family and Medical Leaves of Absence*

The District shall allow employees to take family and medical leaves of absence consistent with applicable law, including but not limited to, the Family and Medical Leave Act of 1993 ("FMLA") as amended, and applicable collective bargaining agreements, employee agreements, Administrative Regulations and other applicable Board Policies.

The Collective Bargaining Agreement between the Tredyffrin/Easttown Education Association ("TEEA") and the Board ("Agreement") contains additional provisions regarding FMLA leaves applicable only to members of the TEEA. Those provisions supersede any provisions of this Policy or its accompanying regulation to the extent they are not consistent with either,

**Delegation of Responsibility**

The Superintendent or designee shall develop and disseminate an Administrative Regulation to implement FMLA leaves for eligible employees.

The District shall post, in conspicuous places in the District customarily used for notices to employees and applicants, a notice regarding the provisions of the FMLA and the procedure for filing a complaint. [3]

**Legal**

1. [29 U.S.C. 2016 et. seq.](#)
2. [29 CFR Part 825](#)
3. [29 U.S.C. 2619](#)
4. [29 U.S.C. 2611](#)
5. [29 U.S.C. 2612](#)

Adopted: January 24, 1994  
Revised: May 23, 1994  
Reviewed: January 24, 2000  
Revised: February 28, 2005  
Reviewed: May 9, 2006  
Revised: June 16, 2014  
Revised: January 22, 2024

Tredyffrin/Easttown School District