

FMLA (Maternity/Paternity Leave)-Policy Changes

July 9, 2026



FMLA (Maternity/Paternity Leave)

Policy GCCC and Policy GCCA

- Policy GCCC allows for up to twelve (12) weeks of FMLA leave for the birth of a child/placement of a child for adoption or foster care
- Policy GCCA-which states types of leave- allows for a maximum of ten (10) days of District-provided paid time off for maternity, paternity, or pregnancy-related leave. This leave is paid to employees no matter their accrued PTO or Sick-Leave Benefit accounts.



FMLA (Maternity/Paternity Leave)

Proposed Changes

- Policy GCCA- change the maximum of ten (10) to twenty (20) days of paid leave

Impact to the District

- Dependent upon number of staff taking leave and their salary
- Average teacher salary (\$74,942) ten additional days costs the district \$3, 966



THANK YOU

**Mingus Union High
School District #4**

