

# Sacramento City USD

## Board Policy

### Family Care And Medical Leave

BP 4361.8 4161.8,4261.8

#### Personnel

The Governing Board shall grant family care and medical leave to eligible employees in accordance with current state and federal law. Employees taking this leave shall be reinstated in the same or a comparable position upon returning from family care leave, except as allowed by law.

Employees who take medical leave for their own serious health condition shall present certification from their health care provider to the effect that they are able to resume work.

(cf. 4030 - Nondiscrimination in Employment)  
(cf. 4112.4/4212.4/4312.4 - Health Examinations)  
(cf. 4161/4261 - Leaves)  
(cf. 4161.1/4361.1 - Personal Illness/Injury Leave)  
(cf. 4261.1 - Personal Illness/Injury Leave)

#### Legal Reference:

##### GOVERNMENT CODE

12940 Unlawful employment practices

12945 Pregnancy; childbirth or related medical condition; unlawful practice

12945.1-12945.2 California Family Rights Act

19702.3 Family care leave; exercise of rights

##### CODE OF REGULATIONS, TITLE 2

7291.2-7291.16 Sex discrimination: pregnancy and related medical conditions

7297.0-7297.11 Family care leave

##### UNITED STATES CODE, TITLE 29

2601-2654 Family and Medical Leave Act of 1993

##### CODE OF FEDERAL REGULATIONS, TITLE 29

825 Family and Medical Leave Act of 1993

Policy SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

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