

**LAMPETER-STRASBURG SCHOOL DISTRICT**  
Lampeter, Pennsylvania 17537

**CHILD-BEARING LEAVE**

Child-bearing leave of absence shall be granted to any female employee in accordance with the following provisions:

1. The employee must submit a written request for child-bearing leave at least five (5) months prior to the anticipated date of birth.
2. The beginning and ending dates for a child-bearing leave of absence shall be determined by the employee's physician unless provisions of the school law requiring physical examination by the school's medical examiner are implemented. The duration of the leave shall commence on the date and extend to the date throughout which the employee's physical condition by reason of pregnancy precludes the employee from performing the duties normally required of such employee.
3. To receive sick leave benefits for child-bearing leave of absence, the employee must furnish statements from her physician certifying physical disability due to pregnancy. Initial payment for sick leave benefits shall be made upon receipt of a physician's written notification that the employee is physically unable to perform her duties. Sick leave payments under the provisions of this policy shall be discontinued no later than six (6) weeks, after the date of the birth of the child unless the Superintendent receives another written physician's certification that the employee is still unable to return to work. Sick days taken in excess to total accumulated sick leave will be subject to payroll deduction. A doctor's examination will be required as permitted by law, 24 P.S. Section 14-1418, if requested by the Superintendent of Schools.
4. All benefits normally provided to the employee will continue during child-bearing leave.