

**GBRIG Federal Family and Medical Leave Act**

7/19/12

The Cobb County Board of Education (Board) recognizes the occasional need for time away from work to participate in early child rearing and the care of family members who have serious health conditions. As such, the Cobb County School District (District) will follow the provisions of the Family and Medical Leave Act ("Act") as adopted by the U.S. Congress on February 5, 1993, and which became effective August 5, 1993. The Board does not intend by this policy or any accompanying rule(s) to create any additional rights to leave not provided by the Act. Any portion of this policy or accompanying rule(s) inconsistent or contrary to the Act is unintentional and shall not be given effect. As to the interpretation of this policy, the Board's employees should look to the Act itself and its regulation.

Employees who apply for and are granted a family and medical leave of absence are required as a condition of leave to meet the notification and documentation requirements specified in any rule(s) issued in connection with this policy.

The Superintendent shall establish and maintain procedures as needed to meet these requirements and implement this policy.

Adopted: 7/19/12

## Legal Reference

O.C.G.A. 20-02-0852  
29 CFR Part 825  
29 CFR 1604.10  
29 USC 2601

## Maternity leave

The Family and Medical Leave Act of 1993 - Regulations  
Employment policies relating to pregnancy and childbirth  
Family and Medical Leave Act