
NUEA Fact Sheet: Parental Leave, FMLA and Unpaid Leave

Parental Leave for Tenured Educators (*see Article 7.3 in your NUEA contract*):

PSAC Contact for Parental Leave and FMLA: [Anna Zavala](#)

Parental leave is provided immediately following the birth or adoption¹ of a child. For a vaginal delivery or adoption, the employee is entitled to six weeks (30 teacher work days) of parental leave. For a cesarean section, the employee is entitled to eight weeks (40 teacher work days) of parental leave. These days are deducted from the employee's accumulated sick days.



In addition to the above parental leave, a teacher (tenured or nontenured) who has worked in the district for at least one year is eligible for up to twelve (12) weeks of leave. This time is provided under the federal Family and Medical Leave Act (FMLA). FMLA is unpaid, and it runs concurrently with the above parental leave. For example, if you are a tenured teacher who experiences a vaginal delivery, and you want to take all of the time to

which you are entitled, you would take your 30 teacher work days of parental leave (which will be deducted from your accumulated sick days and will be paid), plus your remaining 30 teacher work days of FMLA leave (which will not be deducted from your sick days and will not be paid). The use of FMLA requires that FMLA paperwork be filled out by the employee and the employee's physician; this paperwork can be obtained from [Anna Zavala](#) in Human Resources. If you have questions about how your health insurance works while you are on FMLA leave, please contact [Michelle Wavering](#) in Human Resources.

Ultimately, you need to know that your doctor's note is the final word when it comes to your parental leave. If your doctor says you may return to work after six weeks, then that's when your parental leave ends. If your doctor says otherwise, then Human Resources must defer to your doctor's note.

Illinois School Code provides thirty (30) teacher works days parental leave for spouses and significant others. Please contact [Anna Zavala](#) in Human Resources for more information about parental leave for spouses and significant others.

¹ If the adopted child is in first grade or higher, the parent is not entitled to parental leave.

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Unpaid Leaves of Absence (*see Articles 6.15 and 6.16 in your NUEA contract*):

If taking a full- or part-time unpaid leave of absence, you should know that your health insurance will not be subsidized by District 203; in other words, you will be paying for your health insurance completely out-of-pocket. Please contact [Michelle Wavering](#) in Human Resources for more information about your benefits while on an unpaid leave of absence. If you have general questions about unpaid leaves of absence, contact [Anna Zavala](#) in Human Resources.