

Kimberly School District #414
REGULAR BOARD MEETING FY25

THURSDAY, JUNE 19, 2025

1ST READING REVISE POLICY 2328 FAMILY MEDICAL LEAVE ACT

The Board is being asked to consider a revision to Policy 2328 that would remove the requirement for employees to exhaust all accumulated leave while on FMLA. This change reflects current practice and is intended to support staff by allowing them to reserve a portion of their accrued leave for future needs.

For example, employees who take FMLA for maternity leave often have limited sick leave balances due to being relatively new. Allowing them to retain some leave ensures they have time available to care for their children in the event of future illness or emergencies.

Recommendation:

It is recommended that the Kimberly School District Board of Trustees approve the first reading of the proposed revisions to Policy 2328 – Family and Medical Leave Act, as presented.