

## Leaves and Absences

Leaves and absences for contractual employees of the Belmont Public Schools shall be granted in accordance with either individual or collectively bargained agreements. Leaves and absences for non-contractual employees shall be granted in accordance with guidelines established by the Superintendent. Leaves and absences for all employees shall be consistent with applicable state and federal law and regulations.

Reference: MGL C 149 sec. 52D Family & Medical Leave Act  
Small Necessities Leave Act  
sec. 105D Maternity Leave

29 USC 2601et.seq.; Family and Medical Leave Act of 1993  
Americans with Disabilities Act of 1990

M.G.L. C 149 sec. 52E: Section 10  
Chapter 260 of the Acts of 2014: An Act Relative to Domestic Violence

Terms and Procedures for leave pursuant to Family and Medical Leave Act and An Act Relative to Domestic Violence are, available from the Director of Human Resources.

603 CMR Part 35.00