

CLASSIFIED EMPLOYEE LEAVE OF ABSENCE FOR ADOPTIVE PARENT

It shall be the policy of Banner County School District Number One (hereinafter “School District”) to grant a leave of absence to an adoptive parent following the commencement of the parent-child relationship, in the same manner and upon the same terms as granted to an employee upon the birth of the employee’s child pursuant to the School District’s Family Leave Policy, or an other policy of the School District granting leave to an employee because of the birth of the employee’s child, except as provided below:

1. a special needs child over eighteen years of age;
2. a child who is over eight years of age and is not a special needs child;
3. a stepchild being adopted by his or her stepparent;
4. a foster child being adopted by his or her foster parent; or
5. a child who was originally under a voluntary placement for purposes other than adoption without assistance from an attorney, physician, or other individual or agency which later results in a petition for the adoption of the individual or agency which later results in a petition for the adoption of the child by the person with whom the voluntary placement was made.

“Special need child” means a child with mental retardation, hearing impairments including deafness, speech or language impairments, visual impairments including blindness, serious emotional disturbance or behavior disorders, orthopedic impairments, autism, traumatic brain injury, other health impairments, or specific learning disabilities.

“Commencement of the parent-child relationship”