



FACT SHEET REGARDING NEW BABY BONDING LEAVE

Education Code 45196.1

This new section of Education Code provides new parents with paid baby bonding leave for twelve (12) workweeks.



The leave must be taken within the first twelve (12) months of the baby's birth/placement/adoption.

You must have worked for LCOE for at least twelve (12) months to be eligible for this leave.

This leave is also available for adoptive parents, foster parents, and includes fathers.

Employees are entitled to up to twelve (12) weeks of differential pay while on baby bonding leave. Prior to receiving differential pay, employees must first exhaust all accumulated sick leave. Once exhausted, or if the employee does not have accumulated sick leave available, the employee will receive differential pay at 50% of his/her current salary.

Non-paid days during breaks in school are not included in the twelve (12) weeks. If the school year ends before your twelve (12) week period ends, you may take the remainder of your parental leave in the following school year.

Employees are entitled to a maximum of 12 workweeks of parental leave in a 12-month period. Paid baby bonding leave runs concurrently with CFRA parental leave.

Medical benefits, if applicable, remain in force during this leave.

If you have any questions, please contact Human Resources.

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