

The School Board of Collier County
Bylaws & Policies

3425S - NURSING MOTHERS

As required by Federal law, the School Board shall take steps necessary to assist District non-instructional support personnel who decide to breastfeed their infants. This shall be undertaken by providing additional unpaid break time, as necessary, for them to express breast milk for their infants on District premises in an appropriate designated space.

Prior to returning to work from maternity leave, it shall be the employee's responsibility to notify her supervisor of her intent to continue breastfeeding her infant(s), and of her need to express milk during work hours. Further, it shall be the responsibility of the employee to keep her supervisor informed of her needs in this regard throughout the period of lactation. In the event of a need to attend a program/in-service/meeting at another District location during work hours the employee shall be responsible for notifying the meeting organizer of her need for a special place for lactating.

The building administrator shall designate a private area, other than a restroom, where an employee can express breast milk. The designated area shall be a space where intrusion from coworkers, students, and the public can be prevented, and one where an employee who is using this area can be shielded from view, including, if need be, the use of a separating, privacy curtain or partition.

An employee can express milk during regularly scheduled duty/work free break periods. The Principal or employee's supervisor shall make an accommodation if the time of regular break(s) needs to be adjusted or if additional and/or longer breaks are needed. In the event that more breaks are needed or the break(s) need to be longer than legally required, the additional time needed will be unpaid time. The Principal, or the employee's supervisor, shall work with the employee in the event that a flexible schedule is requested and is feasible for implementation.

29 U.S.C. 207, FLSA

Adopted 2/12/13

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