



New Hampshire Charter School Office

Best Practice Submission Form

School Name:	Mountain Village Charter School
Best Practice Title:	Paid Maternity/Paternity Leave
Applicable Categories:	<input type="checkbox"/> Accountability and Performance Monitoring <input type="checkbox"/> Business Operations <input type="checkbox"/> Community/Student Engagement <input type="checkbox"/> Curriculum Design <input type="checkbox"/> Fundraising <input type="checkbox"/> Leadership & Governance <input type="checkbox"/> Professional Development <input checked="" type="checkbox"/> Recruitment and Retention (Staff or Student) <input type="checkbox"/> School Culture <input type="checkbox"/> Other _____
School Mission:	To engage students in experiences that integrate natural environments with the Montessori curriculum, igniting achievement in academic, social-emotional, and physical development
Purpose:	To ensure the retention of staff by allowing paid time off after the addition of a new child.
Summary:	<p>Eligible teachers and staff members will receive half pay for a maximum of eight weeks of paid parental leave in any rolling 12-month period, regardless of whether more than one birth/adoption event occurs within that 12-month time frame. Each week of paid parental leave is compensated at 50% of the individual's regular, straight-time weekly pay and regularly scheduled hours. Paid parental leave will be paid by MVCS either on a weekly or biweekly basis, on regularly scheduled pay dates. Approved paid parental leave must be taken within 12 months of the date of birth or adoption.</p> <p>Eligibility:</p> <ul style="list-style-type: none">• Be a teacher/staff member who has worked at MVCS full time for a minimum of 12 continuous months.• Plans to return to a FT or PT capacity for the remainder of the school year.
Partner(s) in Development:	
Contact Person:	Merrill Degraff, Head of School Merrill@mountainvillagecharterschool.org
Resources or Documentation:	