



**AUTAUGA COUNTY BOARD OF EDUCATION  
OFFICE OF THE SUPERINTENDENT**

**LYMAN WOODFIN  
SUPERINTENDENT**

**Return to Work Agreement  
ACT 2025-81 pg.5**

This Return-to-Work Agreement is made between the employee named below and the Autauga County Board of Education as a condition of receiving Paid Parental Leave.

By signing this agreement, the employee acknowledges and agrees to return to work for a minimum of eight (8) weeks {or two (2) weeks whichever applies} of continuous service following the conclusion of their Paid Parental Leave period.

Failure to return to work and fulfill this obligation may result in the employee being required to repay the Paid Parental Leave benefits received, unless the failure to return is due to circumstances beyond the employee's control.

If the employee separates from employment or does not complete the 8-week {2-week} return period, the employer reserves the right to recover the paid benefits in accordance with applicable laws and policies. This amount may be offset by reducing a contract payoff by an amount equal to the employee's hourly rate of pay multiplied by the number of hours the eligible employee failed to work in compliance with the return-to-work agreement."

This agreement must be signed and submitted to Human Resources prior to the commencement of Paid Parental Leave.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

HR Representative Name: \_\_\_\_\_

HR Representative Signature: \_\_\_\_\_

Date: \_\_\_\_\_