Supporting the Whole Family:
Mariana Bracetti Academy Charter School

**GENERAL FACTS**
Size: 140 employees  
Industry: Education  
Location: Philadelphia, PA  
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**LACTATION PROGRAM**
**Time:** Individualized plan.  
**Space:** A designated lactation room is available with enough space to accommodate one and possibly two nursing mothers.  
**Flexibility:** Establishing dedicated nursing breaks between nursing mothers’ class schedule is difficult and may require assistance from fellow colleagues.  
**Support:** Top-level support from the CEO and Board of Trustees. Provision of paid maternity leave for mothers and fathers for up to 8 weeks (6 weeks short-term disability which is paid by the employer plus two additional weeks).  
**Equipment:** Employees are expected to bring their own pumping equipment.

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**The situation:**
Most staff are women of childbearing age. They’ll do a better job with more support from their workplace, and a family-friendly school is good for public relations.

**The solution:**
Create a comprehensive family-friendly environment.

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Mariana Bracetti Academy Charter School is a public charter school serving 1,155 students in grades 6-12 in the Philadelphia area.

The school’s CEO, as a working mother herself, understands the importance of supporting the whole family for her school’s employees. She also recognizes that many teachers are women of childbearing age. This meant establishing a workplace lactation program. Additionally, Bracetti’s board approved an eight week maternity leave policy that is fully paid – and includes fathers.

The biggest challenge to creating a breastfeeding program for Bracetti was the tight teaching schedules. It was difficult to determine how to fit in adequate pumping time for multi-tasking employees. Staff have found ways to work around such issues.

Bracetti Academy continues to look for ways to support the entire family through its employer policies and practices.