

Shaker Regional School District
Overview of Leave Programs for Shaker Regional Education Association (SREA)

For additional information or to apply for any of the following Leave Programs, please contact Debbie Thompson, Business Administrator, at dthompson@sau80.org or 267-9223 ext. 5303.

FMLA – Family Medical Leave Act – entitled eligible employees unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

- 12 workweeks of leave in a 12 month period for:
 1. The birth of a child and to care for the newborn child within one year of birth;
 2. The placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
 3. To care for the employee's spouse, child, or parent who has a serious health condition;
 4. A serious health condition that makes the employee unable to perform the essential functions of his or her job;
 5. Any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;" or
- 26 workweeks of leave during a 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

EPSL – Emergency Paid Sick Leave – a provision of the Family First Coronavirus Response Act, which provides up to 80 hours of paid leave for eligible employees for the following reasons:

1. The employee is subject to a government-ordered quarantine or isolation order related to COVID-19.
2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
3. The employee is experiencing COVID-19 symptoms and is seeking medical diagnosis.
4. The employee is caring for an individual who is subject to a government-ordered quarantine or a health care provider's recommendation to self-quarantine.
5. The employee is caring for a child whose school or place of care has been closed due to COVID-19.
6. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

EFMLA – Emergency Family and Medical Leave Act – a provision of the Family First Coronavirus Response Act, which provides up to 12 weeks of partially paid coronavirus-related family leave. Eligible employees may take this leave if they are unable to work due to the need to care for a minor child whose school or daycare is closed due to COVID-19.

	FMLA	EPSL	EFMLA
Effective Date	1993	4/1/2020	4/1/2020
Expiration	No expiration	12/31/2020	12/31/2020
<i>Type of Leave covered</i>			
Medical leave for self	Yes	Yes	No
Medical leave to care for family member	Yes	Yes	No
Leave to take care of a minor child whose school or daycare is closed	No	Yes	Yes
<i>Key Provisions</i>			
Leave period covered by law	12 weeks (60 workdays)	Regular scheduled hours but not to exceed 80 in a 2-week period	12 weeks (60 workdays) of regularly scheduled hours. The first 2 weeks are unpaid unless EPSL is used
Is Leave Paid?	No	Full Pay up to \$511/day if leave is for self; 2/3 pay with a cap of \$200/day if leave is for family member or childcare purposes	10 weeks of paid 2/3 pay with a cap of \$200/day, the first 2 weeks of the 12 weeks are unpaid unless EPSL is used
Can employees use sick, vacation, personal time to supplement leave	Yes, paid from Long-Term Sick Leave in accordance with the SRSD-SREA CBA	Yes, paid from Long-Term Sick Leave in accordance with the SRSD-SREA CBA	If requested by Employee, using Personal Time
Job Protection.	Yes	Yes	Yes
<i>Qualifications</i>			
Minimum period of employment for coverage.	12 months or at least 1,250 hours worked	None	30 days
Are Part-time employees covered?	24+ hours per week	Yes	Yes