



## Families First Coronavirus Response Act (HR 6201) Employee Paid Leave Rights

The **Families First Coronavirus Response Act (FFCRA or Act)** requires the District to provide all of its employees with paid sick leave and expanded family and medical leave (FMLEA) for specified reasons related to COVID-19. These provisions will apply from **April 1, 2020 through December 31, 2020**.

Two major components that impact leaves for all public school employees:

<b>Emergency Paid Sick Leave (“EPSL”)</b>	
Up to 80 hours of Paid Sick Leave (Prorated for Part-Time; Total of two workweeks for the following reasons when an employee is unable to work onsite or remotely:	
<b>FULL PAY</b> (maximum of \$511 daily and \$5,110 aggregate)	<b>TWO THIRDS (2/3) PAY</b> (maximum of \$200 daily and \$2,000 aggregate)
1. The employee is subject to a quarantine or isolation order related to COVID-19 by federal, state, or local government	4. The employee is caring for an individual who is subject to (1) or (2)
2. The employee has been advised to self-quarantine related to COVID-19 by a healthcare provider	5. The employee is caring for a son or daughter whose school or place of care is closed or whose caregiver is unavailable due to COVID-19 precautions
3. The employee is experiencing COVID-19 symptoms and seeking medical diagnosis	6. The employee is experiencing a “substantially similar condition” as specified by certain federal agencies

AND/OR

<b>Family Medical Leave Expansion Act (“FMLEA”)</b>
Employees who have been employed for at least 30 calendar days and are unable to work on-site or remotely due to childcare issues (under age 18) as a result of school or place of care closure (or unavailability of childcare provider) may be entitled to up to 10 workweeks of paid leave for childcare purposes at a rate of <b>2/3 their regular rate (maximum \$200/day and \$12,000 total)</b> during the current state of emergency related to the COVID-19 pandemic.
<b>Synthesis of Childcare Leave</b>
Where employee is qualified to take leave for childcare purposes, the employee is entitled to utilize a total of twelve workweeks of leave. The first two weeks of pay under the Family Medical Leave Expansion is unpaid but employees may elect to utilize paid leave, including EPSL during this time. Therefore, employee may receive up to 12 workweeks of paid sick leave and expanded family and medical leave paid at 2/3 for qualifying reason (5) above for up to \$200 daily and \$12,000 total.

**If you have any questions regarding your eligibility, please contact the Personnel Department.**