

4 Types of Leave (10/5/20)



FAYETTE COUNTY PUBLIC SCHOOLS

Temporary Emergency Paid Sick Leave

Under this benefit, employees can take up to 10 days of paid sick leave for four reasons: first, if they are impacted by federal, state or local quarantines, second, if they are experiencing symptoms of COVID-19 and seeking medical diagnosis, third, if they are caring for a minor child because their school or daycare has been closed or unavailable due to COVID-19, or four, if they are experiencing similar conditions specified by the Secretary of Health and Human Services, Secretary of the Treasury, and the Secretary of Labor.

Emergency Family Medical Leave

This benefit provides up to 12 weeks of paid sick leave and expanded family and medical leave pay at two thirds of your salary if you are "caring for your child whose school or place of care is closed or child care provider is unavailable due to COVID-19 related reasons." Individual pay is based on your salary, but is capped at up to \$200 a day and \$12,000 total.

Family Medical Leave

This benefit allows eligible employees to use their leave time or take unpaid job-protected leave for specified family and medical reasons. To qualify for this benefit, employees must have worked for FCPS for at least 12 months, and must have worked at least 1,250 hours during the 12-month period immediately preceding the leave. Staff make take up to 12 work weeks of leave in a 12 month period. Under the Family Medical Leave Act (FMLA), employees can take leave for a serious health condition that makes the employee unable to perform the essential functions of his or her job or to care for a spouse, son, daughter, or parent who has a serious health condition.

Extended Disability Leave

This benefit is an unpaid leave of absence for medical reasons. Unpaid disability leave is granted by the Fayette County Board of Education upon written request and can be taken for the remainder of a school year. This leave may be extended by the board in increments of one semester, not to exceed two consecutive school years.



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www.fcps.net/covidbenefits

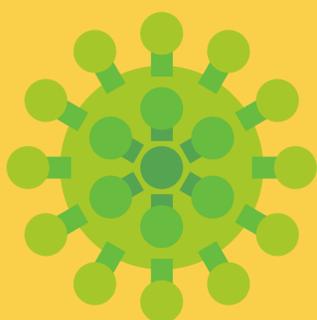
You can take Temporary Emergency Paid Sick Leave if you are....



(10 Days Max)



Impacted by federal, state or local quarantines



Experiencing symptoms of COVID-19 and seeking medical diagnosis



Caring for a minor child because the school or daycare has been closed or unavailable due to COVID-19



Experiencing similar conditions specified by the Secretary of Health and Human Services, Secretary of the Treasury, and the Secretary of Labor



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Benefits and Accommodations Contact Information



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