



COVID-19 Paid Leave Chart

COVID-19 Reason for Employee's Absence	Emergency Paid Sick Leave (80 hours for full-time staff or hours worked for 2 weeks for part-time staff)	Emergency FMLA Leave (Up to 12 weeks paid FMLA leave, continued health insurance and job security for any employee who has worked for the district for at least 30 days)
Subject to a federal, state or local quarantine or isolation order	Greater of regular rate of pay or minimum wage.	Not applicable
Advised by a health care provider to self-quarantine	Greater of regular rate of pay or minimum wage.	Not applicable
Experiencing symptoms and seeking a diagnosis	Greater of regular rate of pay or minimum wage.	Not applicable
Caring for an individual who is subject to a quarantine or isolation order or has been advised to self-quarantine	2/3 pay at the greater of regular rate of pay or minimum wage.	Not applicable
Caring for a son or daughter if the school or place of care has been closed or the childcare provider is unavailable	2/3 pay at the greater of regular rate of pay or minimum wage.	<ul style="list-style-type: none"> • First 10 days unpaid (unless employee has other accumulated leave) • Rest paid at 2/3 of the regular rate of pay, capped at \$200 a day or \$10,000 total.
Experiencing any other substantially similar conditions specified by the Secretary of Health and Human Services	2/3 pay at the greater of regular rate of pay or minimum wage.	Not applicable

<p>Employee is sick with COVID-19</p>	<p>Not applicable</p>	<p>Could be a “serious health condition” covered under the regular FMLA rules if employee qualifies for regular FMLA leave. (At least 50 employees in the district, employee has worked for a year, 1250 hours of work in the year prior to leave)</p>
<p>Employee’s parent, spouse or child is sick with COVID-19</p>	<p>Not applicable</p>	<p>Could be a “serious health condition” covered under the regular FMLA rules if employee qualifies for regular FMLA leave. (At least 50 employees in the district, employee has worked for a year, 1250 hour of work in the year prior to leave)</p>