

COVID-19 Leave Chart and Worksheet

COVID-19 Reason for Employee’s Absence	<u>Emergency Paid Sick Leave (EPSL)</u> 80 hours for full-time staff or hours worked for 2 weeks for part-time staff.	<u>Emergency FMLA Leave (EFMLA)</u> Up to 12 weeks FMLA leave (some paid), continued health insurance and job security for any employee who has worked for the district for at least 30 days. Combined with FMLA.	<u>Regular FMLA Leave</u> Up to 12 weeks leave for reasons including the serious health condition of employee or employee’s spouse, parent, or child. District must employ 50 or more employees and employee must have worked 1,250 hours in 12 months before the leave. Combined with EFMLA. See GBBDA.	<u>District-Provided Paid Leave</u> Read Policy and Handbook! See GCBDA, GDBDA. <i>When can an employee use the paid leave district provides?</i>
Subject to a federal, state or local quarantine or isolation order.	Regular rate of pay capped at \$511 a day or \$5,110 total.	Not applicable.	Not applicable unless employee has “serious health condition.” Unpaid unless district paid leave available.	
Advised by a healthcare provider to self-quarantine because the employee has the virus, may have the virus, or is particularly vulnerable to the virus.	Regular rate of pay capped at \$511 a day or \$5,110 total.	Not applicable.	Not applicable unless employee has “serious health condition.” Unpaid unless district-paid leave available.	
Experiencing symptoms and seeking a diagnosis from a healthcare provider.	Regular rate of pay capped at \$511 a day or \$5,110 total.	Not applicable.	Not applicable unless employee has “serious health condition.” Unpaid unless district-paid leave available.	
Caring for an individual who is subject to a quarantine or isolation order or has been advised to self-quarantine by a healthcare provider (must be relative, roommate, or other personal relationship that creates an expectation of care).	2/3 of regular rate of pay up to \$200 per day or \$2,000 in total.	Not applicable.	Not applicable unless the person cared for is a spouse, parent or child who has a “serious health condition.” Unpaid unless district-paid leave available.	

COVID-19 Reason for Employee's Absence	<u>Emergency Paid Sick Leave</u>	<u>Emergency FMLA Leave</u>	<u>Regular FMLA Leave</u>	<u>District-Provided Paid Leave</u>
Caring for a son or daughter if the school or place of care has been closed or the childcare provider is unavailable due to COVID-19.	2/3 of regular rate of pay up to \$200 per day or \$2,000 in total.	<ul style="list-style-type: none"> • First 10 days unpaid unless EPSL or district-paid leave available. • Rest paid at 2/3 of the regular rate of pay, capped at \$200 a day or \$10,000 total (\$12,000 total if combined with EPSL). 	Not applicable.	
Experiencing any other substantially similar conditions specified by the Secretary of Health and Human Services.	2/3 of regular rate of pay up to \$200 per day or \$2,000 in total.	Not applicable.	Not applicable unless the employee has a "serious health condition." Unpaid unless district-paid leave available.	.