

Policy 5330

Personnel

Family Medical Leave Act (FMLA)

All eligible employees of this district may take leave as provided by the Family and Medical Leave Act (FMLA). The FMLA entitles eligible employees to take up to twelve (12) weeks of paid or unpaid, job-protected leave during a twelve-month (12-month) period for specified family and medical reasons.

DEFINITIONS

"Child" includes biological, adopted, or foster child, stepchild, legal ward, or a child of a person standing *in loco parentis* (in place of parent). The child must be either under 18 years of age or, if over 18, incapable of self-care because of a mental or physical disability, or be a covered service member.

"Continued treatment" includes:

1. Any consecutive three (3)-day period of incapacity that involves: (a) at least two (2) visits to a health care provider, or (b) a regimen of continued treatment under a health care provider's supervision;
2. Any period of incapacity due to pregnancy (including severe morning sickness), even if no treatment is obtained for prenatal care;
3. Any period of incapacity due to a chronic medical condition, such as asthma, diabetes, or epilepsy, even if no treatment is obtained;
4. Any period of absence to receive multiple treatments for restorative surgery or a serious illness such as cancer, severe arthritis, or kidney disease; or
5. Any permanent or long-term incapacity (e.g., Alzheimer's or severe stroke), even if no treatment is being provided.

"Covered active duty" means:

1. For members of the regular Armed Forces, duty during deployment of the member with the Armed Forces to a foreign country; or
2. For members of the reserves components of the Armed Forces (members of the National Guard and Reserves), duty during deployment of the member with the

Armed Forces to a foreign county under call or order to active duty in support of a contingency operation.

"Covered service member" means either:

1. A current member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is in outpatient status, or is on the temporary disability retired list, for a serious injury or illness.
2. A veteran of the Armed Forces (including the National Guard or Reserves) discharged within the five-year period before the family member first takes military caregiver leave to care for the veteran and who is undergoing medical treatment, recuperation, or therapy for a qualifying serious injury or illness. A veteran who was dishonorably discharged does not meet the FMLA definition of a covered service member.

"In loco parentis" means a person who provides day-to-day care or financial support for a child. Employees with no biological or legal relationship to a child can stand in loco parentis to that child, and are entitled to FMLA leave; e.g., an uncle who cares for his sister's children while she serves on active military duty.

"Next of kin" is the nearest blood relative, other than the current service member's spouse, parent, son, or daughter, in the following order of priority: (1) a blood relative who has been designated in writing by the service member as the next of kin for FMLA purposes, (2) a blood relative who has been granted legal custody of the service member, (3) brothers and sisters, (4) grandparents, (5) aunts and uncles, and (6) first cousins.

"Parent" includes a biological parent (not parent-in-law) or someone who stood *in loco parentis* when the employee was a child.

"Spouse" is a husband or wife, including a common-law or same-sex husband or wife, but does not include a "significant other" or "domestic partner."

"Serious health condition" is a condition that involves either an overnight stay in a medical care facility or "continued treatment" by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job.

"Teacher (or instructional employee)", for the purposes of this policy, means an employee employed principally in an instructional capacity by the district whose primary

function is to teach and instruct students in a class, a small group, or an individual setting, and includes athletic coaches, driving instructors, and special education assistants such as signers for the hearing impaired. The term does not include teacher assistants or aides who do not have as their principal function actually teaching or instructing, nor auxiliary personnel such as counselors, psychologists, curriculum specialists, cafeteria workers, maintenance workers, bus drivers, or other primarily non-instructional employees.

ELIGIBLE EMPLOYEE

An eligible employee is defined as an individual who:

1. Has been employed by the district for at least twelve (12) months (need not be consecutive months of employment); and
2. Has been employed for at least one thousand two hundred fifty (1,250) hours of service during the twelve-month (12-month) period immediately preceding the commencement of the leave*; and
3. Is employed at a worksite where fifty (50) or more employees are employed by the district within seventy-five (75) miles of the worksite.

* Full-time teachers are presumed to be eligible for FMLA leave, unless the district can clearly demonstrate that the teacher did not work 1,250 hours during the previous twelve (12) months.

For the purpose of determining continuing eligibility for FMLA, this district will calculate the "twelve-month (12-month) period immediately preceding the commencement of the leave" as a rolling 12-month period measured backward from the date an employee uses any FMLA leave.

LEAVE ENTITLEMENT

Eligible employees are entitled to up to twelve (12) workweeks of unpaid, job-protected leave in a twelve-month (12-month) period for one (1) or more of the following reasons:

1. The birth of a child and to care for the newborn child within one (1) 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 (1) year of placement*;
3. To provide care for the employee's spouse, child, or parent, who has a serious health condition; or
4. For a serious health condition that makes the employee unable to perform the employee's job.
5. For any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a military member on covered active duty or has been notified of an impending call or order to covered active duty.

* If the district employs both spouses to whom this provision applies, the husband and wife are limited to a total of twelve (12) workweeks during the twelve-month (12-month) period, which can be divided any way they choose and can be overlapping. Both parents are eligible to take their remaining weeks of FMLA leave for another FMLA-qualifying purpose, including but not limited to, a serious health condition of the child, or to recover from a C- section or other birth complications.

MILITARY CAREGIVER LEAVE

An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member is entitled to a total of twenty-six (26) workweeks of leave during a twelve-month (12-month) period to care for the service member who is recovering from a serious illness or injury sustained in or aggravated by service in the line of duty while on active duty in the Armed Forces. The service member must either be currently in the Armed Forces and unable to perform regular duties, or was in the Armed Forces and was discharged under other than dishonorable conditions within five (5) years of receiving the medical treatment, recuperation or therapy prompting the employee's leave request. Such leave shall only be available during a single twelve-month (12-month) period.

During the single twelve-month (12-month) period, an eligible employee shall be entitled to a combined total of twenty-six (26) workweeks of leave, including the twelve (12) weeks for a "qualified exigency." However, there is no limitation on the availability of leave during any other twelve-month (12-month) period. If the district employs both spouses to whom this section applies, the husband and wife are limited to a total of twenty-six (26) workweeks during the twelve-month (12-month) period for all types of FMLA leave.

REQUESTING LEAVE

Employees must comply with the district's usual and customary requirements for requesting leave and provide enough information for the district to reasonably determine whether the FMLA may apply to the leave request. Employees generally must request leave thirty (30) days in advance when the need for leave is foreseeable. When the need for leave is foreseeable less than thirty (30) days in advance or is unforeseeable, employees must provide notice as soon as possible and practicable under the circumstances.

RECORD KEEPING REQUIREMENTS

Employees, supervisors and building administrators will forward requests, forms and other material to payroll to facilitate proper record keeping. The District shall ensure that a notice regarding FMLA provisions is posted in the usual place in each school building where notices for employees are posted.

USE OF ACCRUED PAID LEAVE

Once it has been determined that the leave is for an FMLA-qualifying reason, any accrued paid leave, such as sick or vacation leave, used by an employee for absences which qualify for FMLA coverage will be counted as FMLA leave, unless the district determines otherwise. All accrued leave, such as sick, personal, or vacation leave, shall be used concurrently with any leave granted under FMLA.

INTERMITTENT OR REDUCED LEAVE SCHEDULE

The district will comply with the mandates of FMLA, including any special rules which may apply regarding the taking of intermittent leave or leave on a reduced leave schedule, or leave near the end of an academic term by instructional employees.

HEALTH INSURANCE COVERAGE

The district will continue group health insurance coverage for an employee on FMLA leave under the same terms and conditions as if the employee had not taken leave and will provide any necessary notice of termination of such insurance coverage due to the employee's failure to pay his/her portion of the premium or the employee's request for termination of coverage. Such notice will be provided at least fifteen (15) days prior to the termination of coverage.

CERTIFICATION

When an employee requests FMLA leave due to his or her own serious health condition or a covered family member's serious health condition the district may require certification in support of the leave from a health care provider. The district may also require periodic recertification of a serious health condition.

JOB RESTORATION

Upon return from FMLA leave, the employee will be restored to his or her original job or to an equivalent job with equivalent pay, benefits, and other terms and conditions of employment. An employee's use of FMLA leave will not be counted against the employee under a "no-fault" attendance policy.

NOTICE

This district will post a notice approved by the Secretary of Labor explaining the rights and responsibilities under the FMLA at the district offices.

Policy History:

Adopted: February 2018

Legal Reference:

Family Medical Leave Act of 1993

29 USC 2654

29 CFR 825

Idaho Code Section 33-1216- Sick and Other Leave

Attachments:

Employee Rights and Responsibilities under the Family and Medical Leave Act

