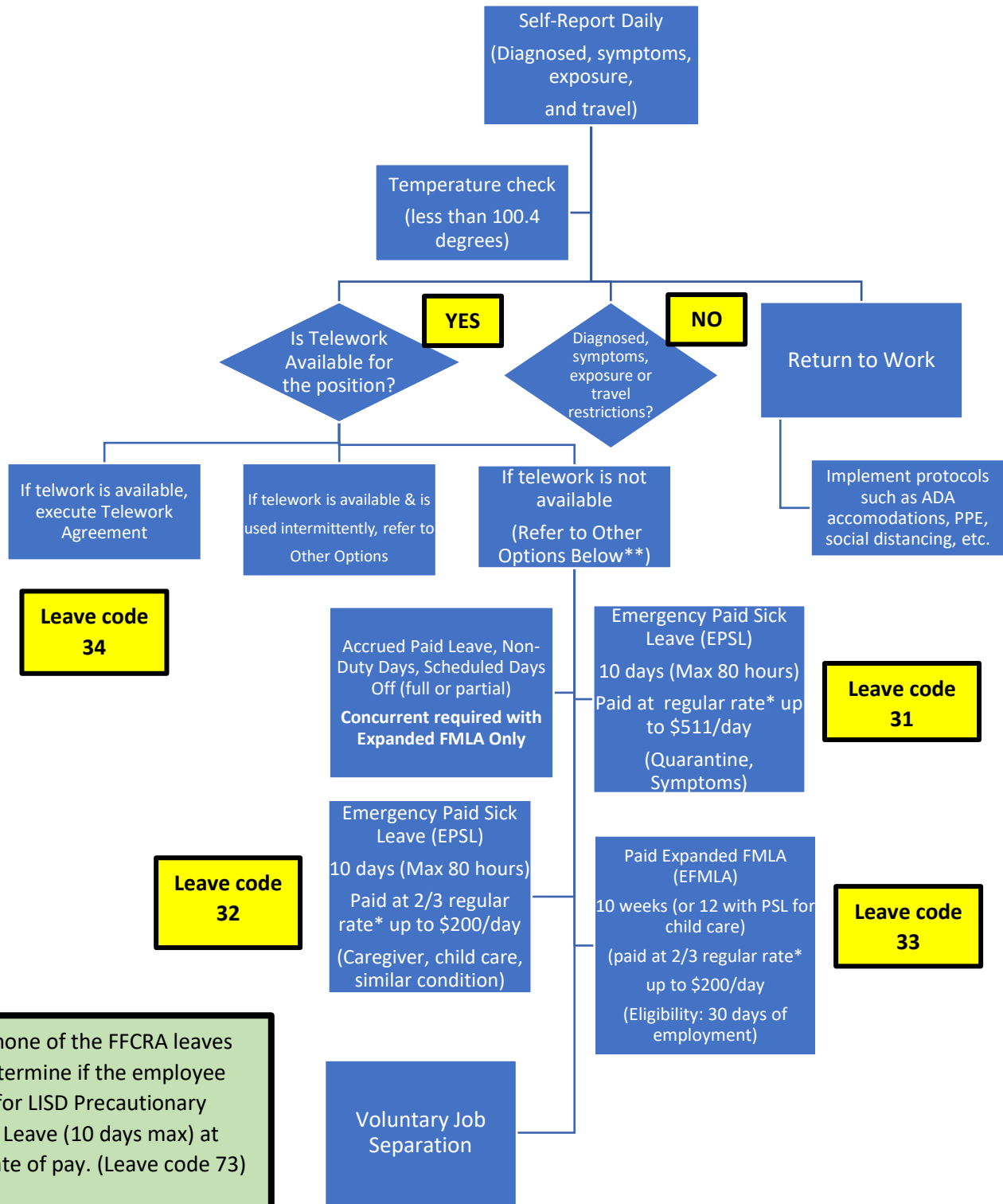


# Lackland ISD Return to Work Flowchart (COVID-19)



\*Regular rate of pay (as defined by the DOL): The average regular rate must be computed over all full workweeks during the six-month period ending on the first day that paid sick leave or expanded family and medical leave is taken. Paid leave and leave hours are excluded from the calculation, but supplemental pay must be included in the wages. Overtime premium pay is not included in the calculation.

\*\*If Other Options apply, refer to the **Post COVID-Related Absence Flowchart**