

Family and Medical Leave

Purpose

The purpose of this Regulation is to establish guidelines for leaves taken by employees of the Bethany Board of Education (Board) under the Federal Family and Medical Leave Act of 1993 (FMLA).

Eligibility

Employees who have worked for the Board for at least twelve (12) months and who have worked at least 1,250 actual work hours, during the twelve (12) months immediately preceding the start of a leave, or, in the case of paraprofessionals in an educational setting, who have worked at least 950 actual hours of work, during the twelve (12) months immediately preceding the start of a leave, are eligible for unpaid leave under the FMLA.

Reasons for Leave

Leaves under the FMLA may be taken for the following reasons:

- incapacity due to pregnancy, prenatal medical care, or childbirth; or
- to care for the employee's newborn child; or
- the placement of a child with the employee by adoption or for foster care; or
- to care for the employee's spouse, parent, or child who has a serious health condition; or
- to care for the employee's own serious health condition that renders the employee unable to perform the essential functions of the employee's position; or
- to care for an injured or ill service member (see Length of Leave below for further information); or
- a qualifying exigency arising out of a family member's military service, including one (1) or more of the following reasons:
 - short-notice deployment;
 - military events and related activities;
 - childcare and school activities;
 - financial and legal arrangements;
 - counseling;
 - rest and recuperation;
 - post-deployment activities;
 - parental care leave for a military member's parent who is incapable of self-care and care is necessitated by the member's covered active duty;
 - additional activities that arise out of the active duty or call to active duty status of a covered military member, provided that the Board and the employee agree that such leave qualifies as an exigency, and agree to both the timing and the duration of such leave.

Length of Leave

A. Basic FMLA Leave Entitlement

If a leave is requested for one (1) of the above-listed reasons, each eligible employee may take up to a total of twelve (12) weeks unpaid family or medical leave in any twelve (12) month entitlement period.

The twelve (12) month entitlement period for family or medical leave is measured on the basis of a rolling 12-month period measured backward from the date the employee uses any FMLA leave.

B. Leave to Care for an Injured or Ill Service Member

In addition to the reasons for leave listed above, an eligible employee may take up to twenty-six (26) workweeks of FMLA leave during a twelve (12) month period to care for:

1. an injured or ill service member who is the employee's spouse, parent, child, or next of kin, and who incurred the injury or illness in the line of duty and while on active duty in the Armed Forces or had a preexisting injury or illness prior to beginning active duty that was aggravated by service in the line of duty on active duty in the Armed Forces; or
2. an injured or ill covered veteran who is the employee's spouse, parent, child, or next of kin.

For service members, the injury or illness must render the servicemember medically unable to perform the duties of the service member's office, grade, rank, or rating. This provision applies to service members who are undergoing medical treatment, recuperation, or therapy, are in outpatient status, or who are on the temporary disability retired list, for a serious injury or illness.

For covered veterans, the veteran must be undergoing medical treatment, recuperation, or therapy for a serious injury or illness, and the veteran:

1. was a member of the Armed Forces (including the National Guard or Reserves);
2. was discharged or released under conditions that were other than dishonorable; and
3. was discharged within the five (5) year period before the eligible employee first takes FMLA military caregiver leave to care for the veteran. (The employee's first date of leave must be within the five (5) year period. However, the employee may continue to take leave throughout the single twelve (12) month period even if the leave extends past the five (5) year period. Note: Special rules may apply to calculating the five (5) year period for veterans discharged between October 28, 2009, and March 8, 2013. This period will effectively be excluded from the five (5) year calculation.)

For covered veterans, serious injury or illness means any of the following:

1. a continuation of a serious injury or illness that was incurred or aggravated when the covered veteran was a member of the Armed Forces and rendered the servicemember unable to perform the duties of the service member's office, grade, rank, or rating; or
2. a physical or mental condition for which the covered veteran has received a U.S. Department of Veterans Affairs Service-Related Disability Rating (VASRD) of fifty percent (50%) or greater, and such VASRD rating is based, in whole or in part, on the condition precipitating the need for military caregiver leave; or

3. a physical or mental condition that substantially impairs the covered veteran’s ability to secure or follow a substantially gainful occupation by reason of a disability or disabilities related to military service, or would do so absent treatment; or
4. an injury, including a psychological injury, on the basis of which the covered veteran has been enrolled in the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers.

When combined with any other type of FMLA qualifying leave, total leave time may not exceed twenty-six (26) weeks in a single twelve (12) month period. Standard FMLA leave procedures described below apply to all requests for and designation of leave for this purpose. However, in the case of leave to care for an injured or ill service member, the twelve (12) month period begins on the day such leave actually commences.

Types of Leave and Conditions

A. Full-time, Intermittent, and Reduced Schedule Leave

Full-time unpaid leave may be taken for any of the reasons permitted by the FMLA. Full-time leave excuses the employee from work for a continuous period of time.

Intermittent leave means leave taken in separate periods of time rather than for one (1) continuous period of time. Examples of intermittent leave include: leave taken one (1) day per week over a period of a few months; or leave taken on an occasional/as-needed basis for medical appointments.

Reduced schedule leave is leave that reduces the employee's usual number of work hours per day for some period of time. For example, an employee may request half-time work for a number of weeks so the employee can assist in the care of a seriously ill parent.

An employee may take full-time, intermittent, or reduced schedule leave whenever it is medically necessary for a serious health condition of the eligible employee, the employee’s spouse, child, or parent. Intermittent leave or reduced schedule leave for other reasons will be permitted only with the approval of the Superintendent or designee. Special arrangements may be required of an instructional employee.

If intermittent or reduced schedule leave is medically required, the Superintendent may, in the Superintendent’s sole discretion, temporarily transfer the employee to another job with equivalent pay and benefits that better accommodates the type of leave requested. Also, special arrangements are required of an instructional employee who needs to take intermittent or reduced-schedule leave which will involve absence for more than twenty percent (20%) of the workdays in the period over which the leave will extend (for example, more than five (5) days over a five (5) week period). For purposes of this Regulation, an instructional employee is defined as a teacher or other employee of the Board who is employed principally in an instructional capacity and whose principal function is to teach and instruct students in a class, a small group, or an individual setting, and includes athletic coaches 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 actual teaching or instructing, nor auxiliary personnel such as counselors, psychologists, curriculum specialists, cafeteria workers, maintenance workers, or other primarily non-instructional employees.

B. Both Spouses Working for the Same Employer

If both spouses are employees of the Board and request leave for the birth, placement of a child by adoption or for foster care, or to care for a seriously ill parent, they only will be entitled to a maximum combined total leave equal to twelve (12) weeks in any twelve (12) month entitlement period. If either spouse (or both) uses a portion of the total twelve (12) week entitlement for one (1) of the purposes in the preceding sentence, each is entitled to the difference between the amount he or she has taken individually and the twelve (12) weeks for FMLA leave for their own or their spouse's serious health condition in the twelve (12) month entitlement periods.

C. Leave Taken by Instructional Employees Near the End of an Academic Term

If a leave taken by an instructional employee for any reason begins more than five (5) weeks before the end of an academic term, the Superintendent or designee may require that employee to continue the leave until the end of the term if the leave will last at least three (3) weeks and the employee would return to work during the three (3) week period before the end of the term.

If the employee begins a leave during the five (5) week period preceding the end of an academic term for a reason other than the employee's own serious health condition, the Superintendent or designee may require the employee to continue taking leave until the end of the term if the leave will last more than two (2) weeks and the employee would return to work during the two (2) week period before the end of the term.

If the employee begins a leave during the three (3) week period preceding the end of an academic term for a reason other than the employee's own serious health condition, the Board may require the employee to continue taking leave until the end of the term if the leave will last more than five (5) working days.

Requests for Leave

Requests for a family or medical leave must be submitted to the Superintendent or designee at least thirty (30) days before the leave is to commence, if possible. If thirty (30) days' notice is not possible, requests must be submitted as soon as practicable under the circumstances.

For leaves taken because of the employee's or a qualifying family member's serious health condition, the employee must submit a completed Certification of Health Care Provider form before the leave begins, if possible. This form may be obtained from the Superintendent's Office. If such advance certification is not possible, the medical certification must be provided by the employee within fifteen (15) calendar days of the Superintendent or designee's request for the medical certification.

If an employee takes leave to care for his or her own serious health condition, immediately upon return to work the employee must provide medical certification that the health condition which created the need for the leave no longer renders the employee unable to perform the functions of the job. This certification must be submitted to the Superintendent's Office.

In connection with the Superintendent's request for medical information, employees must be aware that the Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by Title II of GINA from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, the Superintendent requests that employees not provide any genetic information when responding to a request for medical information. Genetic information, as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

Use of Paid Leave

Accrued paid personal leave and accrued paid vacation, if applicable, will be substituted in that order for any unpaid portions of family or medical leave taken for any reason. However, where the leave is for the employee's own serious health condition, accrued paid sick leave shall be substituted for unpaid portions of family or medical leave prior to the substitution of accrued paid personal and accrued paid vacation leave, if applicable. When the leave is for the employee's child or spouse's serious health condition, accrued paid family sick leave shall be substituted for unpaid portions of family or medical leave prior to the substitution of accrued paid personal and accrued paid vacation leave, if applicable. The amount of unpaid family or medical leave entitlement is reduced by the amount of paid leave that is substituted.

In addition, in cases involving absences due to a Workers' Compensation injury that also qualifies as an FMLA serious health condition the Superintendent or designee will apply the employee's available accrued paid leave in increments as a supplement to the Workers' Compensation weekly benefit in an appropriate amount so that the employee can maintain his or her regular weekly income level.

Medical Insurance and Other Benefits

During approved family or medical leaves of absence, the Board will continue to pay its portion of medical insurance premiums for the period of unpaid family or medical leave. The employee must continue to pay the employee's share of the premium, and failure to do so may result in loss of coverage. If the employee does not return to work after the expiration of the leave, the employee will be required to reimburse the Board for payment of medical insurance premiums during the family or medical leave, unless the employee does not return because of a serious health condition or circumstances beyond the employee's control.

During an FMLA leave, an employee shall not accrue seniority or other benefits, unless otherwise required by any applicable collective bargaining agreement or Board Policy. However, unused employment benefits accrued by the employee up to the day on which the leave begins will not be lost upon return to work. Leave taken under this Regulation does not constitute an absence under the Board's attendance policy.

Reinstatement

Except for circumstances unrelated to the taking of a family or medical leave, an employee who returns to work following the expiration of a family or medical leave is entitled to return to the job such employee held prior to the leave or to an equivalent position with equivalent pay and benefits.

Additional Information

Questions regarding family or medical leave may be directed to the Superintendent or designee. An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer. FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

Legal Reference: 29 CFR Part 825.100 et seq.
Family and Medical Leave Act of 1993, 29 U.S.C. § 2610 et seq., as amended.
Connecticut General Statutes § 31-51rr
Connecticut State Agencies Regulations 31-51rr-1 et seq.
Title II of the Genetic Information Nondiscrimination Act 2008, 42 USC 2000ff;
29 CFR 1635.11, et seq.

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