

# Colorado FAMLI Program

- On June 6, 2022, during a regularly scheduled Board meeting, the Morgan County School District Public Schools Board of Education approved a resolution to opt out of Colorado's new Family and Medical Leave Insurance (FAMLI) program.

Individual employees may participate in the FAMLI Program on their own if they so choose.

Morgan County School District's decision is based on the extensive benefits already offered to support our families, including:

- Sick leave for all eligible employees
- Accumulation of leave time across fiscal years
- Sick banks for all employee groups, and
- Federal Family and Medical Leave Act compliance

## **Key differences between Morgan County School District's benefits and the FAMLI program**

Morgan County School District sick leave is granted by the district to employees based on hours worked per day and accrues for a maximum of 120 days for Classified, Certified and Administrators.

District sick leave may be used for the employee's own health or the health of a family member for medical illness, maternity, parental, injury, personal business of the employee or members of the employee's immediate household or family, and all reasons listed under the Healthy Family Workplace Act, including any mental or physical illness, or health condition that prevents work, diagnosis, care, or treatment of such conditions, preventative care (including vaccination), and needs due to suffering domestic violence, sexual abuse, or criminal harassment or caring for family with such conditions or needs.

Morgan County School District also provides sick bank options to all employee groups. Participation in the sick bank is required to access eligible sick bank benefits. Eligible employees may receive up to 30 additional days of sick leave for a covered medical condition after an employee's accrued sick time has been exhausted.

In Morgan County School District, eligible employees receive their full daily rate of pay for covered sick leave and sick bank days.

The FAMLI Program covers medical illnesses for you or a family member, including care for a new child (birth, foster placement, adoption, caring for a child within the first year of birth), arrangements for military deployments, immediate safety needs, and the impact of domestic violence/sexual assault.

The FAMLI Program uses a calculator to pay a portion of average weekly wages for a maximum of 12 weeks.

## **FMLA**

The Family and Medical Leave Act (FMLA) provides eligible employees with up to 12 weeks of unpaid, job-protected leave per year.

Both Morgan County School District Public Schools and the Colorado FAMLI program comply with the Family Medical Leave Act requirements. Employees are eligible for leave if they have worked for Morgan County School District for at least 12 months. FMLA provides job protection for up to 12 weeks

of **unpaid** leave for eligible employees. However, employees may use their accrued sick time and vacation time to get paid.

### **Individual Enrollment in the FAML I Program**

As an employee, you may still opt into the FAML I program and self-elect coverage. To do this, you will need to create an account and register within the FAML I system individually. Employees will be responsible for reporting their own wages and remitting required premiums to the state directly. The FAML I system will be deployed this fall.