

Renton School District: Medical Leave Planning Examples

Scenario 1: Jennifer

Maternity Leave



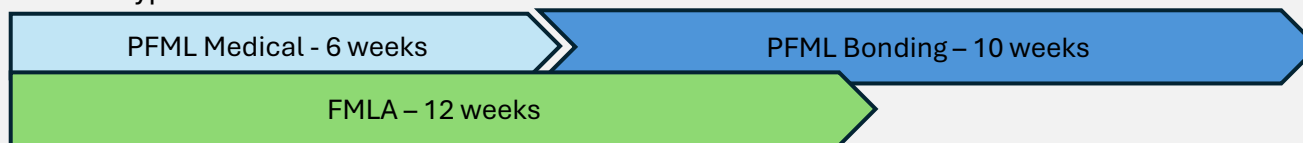
Leave plan: Delivery date of September 10th, and she plans to use a combination of FMLA, PFML (Medical Recovery), and PFML (Bonding) to cover 16 weeks of protected leave. Her leave coverage will pause for winter break.

Pay plan: Jennifer will use a combination of PFML (Medical), Sick Leave, and PFML (Bonding).

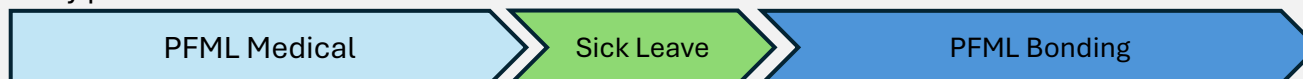
Total Leave Period:



Leave Type Schedule:



Pay plan while on leave:



Scenario 2: Mark

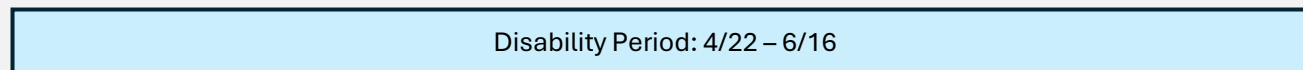
Continuous Leave: Own Medical



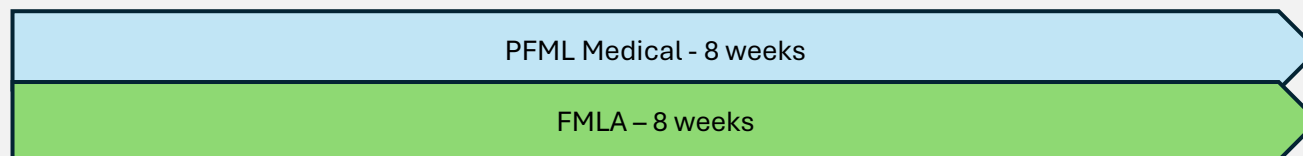
Leave plan: Mark is scheduled for surgery on April 22nd and is expected to be off work for 8 weeks. He plans to use a combination of FMLA and PFML (Medical Recovery) to cover 8 weeks of protected leave.

Pay plan: Mark will use a combination of PFML (Medical) and Sick Leave.

Total Leave Period:



Leave Type Schedule:



Pay Plan while on leave:



RSD – Medical Leave Examples (Continued)



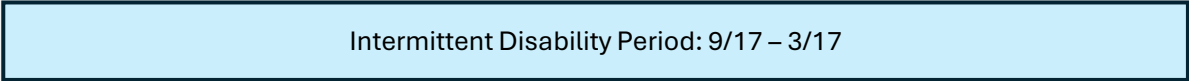
Scenario 3: Janet

Intermittent Leave: Own Medical

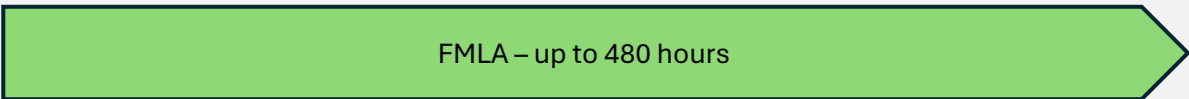
Leaves types used: Janet had a medical procedure done over summer break and will need ongoing time-off during the school year for ongoing medical treatments and appointments. She plans to use intermittent FMLA protected leave only.

Pay plan: Janet will use a combination of Sick Leave, Personal Leave, and unpaid time.

Total Leave Period:



Leave Type Schedule:



Pay plan while on leave:



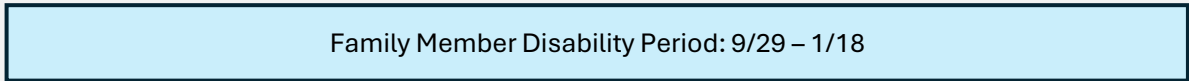
Scenario 4: David

Continuous and Intermittent Leave: Care for a Parent

Leaves types used: David’s father had surgery on September 29th and will need daily support for 6 weeks so David will take a continuous FMLA and PFML leave to cover that time. His father will then need 10 weeks of physical therapy and follow-up medical appointments, so David’s leave coverage will move to intermittent FMLA leave until his father has fully recovered.

Pay plan: David will use sick leave to cover the PFML waiting week, 5 weeks of PFML (Medical), and then switch back to sick leave during the intermittent portion of his leave.

Total Leave Period:



Leave Type Schedule:



Pay plan while on leave:

