Notice for The Independence School's DEPFML



Delaware's Paid Family and Medical Leave begins January 1, 2026.

Delaware Paid Family and Medical Leave (DEPFML) offers paid leave to employees who are eligible. If approved, employees will receive up to 80% of their average weekly wages (up to $900 per week) to cover the following:

- Care for a new child (up to 12 weeks per year)
- Care for a family member with a serious health condition (up to 6 weeks, every 24 months)
- Address a personal serious health condition or injury (up to 6 weeks, every 24 months)
- Assist while loved ones are on overseas military deployment (up to 6 weeks, every 24 months)

Employees are limited to a maximum of 12 weeks of total, combined leave per year.

The Independence School participates through an approved private insurance plan, which meets or exceeds all requirements under state law. This benefit is provided by the School at no cost to the employee.

Employees may be eligible for DEPFML benefits if they meet all requirements, including:

- At least 12 months of employment
- At least 1,250 hours worked in the 12 months prior to the leave start date
- At least 60% of hours worked within Delaware

DEPFML benefits run concurrently with FMLA, the School's Parental Leave Policy, and applicable paid time-off policies. DEPFML benefits do not extend or add to the total amount of paid or job-protected leave available under these policies. Instead, the benefits are coordinated so that DEPFML wage replacement and any School provided paid leave or time off may be combined only up to, but not exceeding, 100% of the employee's regular wages.

Employees must notify Human Resources of their need for leave as soon as possible.

Questions regarding DEPFML, FMLA, or School leave policies should be directed to the Director of Finance and Operations or the Human Resources Manager.

Please refer to the Employee Handbook for more details.