



FMLA vs non-FMLA Medical Leave

	FMLA (Federal Law)	Non-FMLA Medical Leave (School Policy)
Eligibility Requirements?	Employed 12 months + Work 1,250 hours in 12 months before date of leave	Employed beyond 60-day introductory period
Own Health Leaves	Yes	Yes
Healthcare Provider Certification Required	Yes	Yes
Family Leaves	Yes	No Regular attendance policies apply.
PAID Leave?	No	No
Use of Paid Time Off (Personal/Sick/Vacation)	REQUIRED Unless Certified Staff Maternity Leave	REQUIRED Unless Certified Staff Maternity Leave
Federally Mandated Job Protection	Yes 60 Days in 12-Month Period	No Unless covered by State Law (Certified Staff Only)
Federally Mandated Benefit Continuation	Yes	No Must pay full benefit premiums to continue coverage if go into unpaid status
Return to same or virtually identical job	Yes	Not Guaranteed Unless covered by State Law (Certified Staff Only)
Day Offs Approved	Yes No negative impact to attendance record.	Yes No negative impact to attendance record.

Please refer to the Staff Handbook and School Board Policies for more information.