SUHSD Classified Leaves - Comparison Chart

Type of Leave	Details	Duration	Pay and Benefits Status
Family Medical Leave Act (FMLA)	Job protected leave that may be taken for an employee's own serious health conditions, to care for specified family members with serious illnesses or injuries, for child bonding, or for reasons related to a family member's military service**.** Family members include: Parent, child under 18, spouse. **Eligibility:** Employees must have worked for SUHSD for at least 12 months and have actually worked 1,250 hours. **Runs concurrently with PDL and CFRA.**	Up to 12 weeks in a 12-month period. Weeks are calculated using the rolling 12 months measured forward method.	**Paid.** Use of current and accumulated available leave. For an employee's own serious health condition and bonding leave, the differential rate of pay will apply once sick leave is exhausted. For caregivers, leave is unpaid once sick leave is exhausted. **Continuation of Benefits.**
California Family Rights Act (CFRA) Government Code § 12945.2	Similar to FMLA, PDL and military-related leave provisions apply only under FMLA. Family members include: Parent, child of any age, spouse, registered domestic partner, grandparent, grandchild, sibling, parent-in-law, blood-related family members. **Eligibility:** Employees must have worked for SUHSD for at least 12 months and have actually worked 1,250 hours. **May run concurrently with FMLA.**	Up to 12 weeks per calendar year.	**Paid.** Use of current and accumulated leave. For an employee's own serious health condition and bonding leave, the differential rate of pay will apply once sick leave is exhausted. For caregivers, leave is unpaid once sick leave is exhausted. **Continuation of Benefits.**

Questions? Please contact Gabriela Rueda, Employee Leave Specialist, at grueda@seq.org or at (650) 369-1411, ext. 22231.

Type of Leave	Details	Duration	Pay and Benefits Status
Extended Disability Leave Education Code § 45196	Employees disabled by pregnancy disability or personal illness or injury. The 5 month period starts the first day of absence for the illness related to the leave provided. If unable to medically return after the 5 month period, on 39-month (permanent) or 24-month (probationary) medical reemployment list. **Runs concurrently with PDL, FMLA and CFRA.**	Up to 5 months per illness and 5 months per school year. Leave does not accumulate. In case of illness of short duration--five (5) days or less--where all available sick leave has been exhausted, the employee may use leave without pay or vacation leave.	**Paid.** Compensated at the differential rate of pay. Amount deducted from the salary due the unit member shall be the day-to-day or long-term substitute teacher rate of pay, as applicable, and shall not exceed 50% of the unit member's current salary. The differential pay provided is available only after all accumulated sick leave and earned vacation have been exhausted. **Continuation of Benefits.**
Pregnancy Disability (PDL) Education Code § 44965 Government Code § 12945	Employees disabled by pregnancy, miscarriage, childbirth, and recovery. **Runs concurrently with FMLA.**	Duration determined and certified in writing by a treating physician. Typically starts 4 weeks before the due date and lasts 6-8 weeks based on the type of delivery, with more time given for a C-Section.	**Paid.** Use of current and accumulated sick leave. Once sick leave is exhausted, the differential rate of pay will apply. **Continuation of Benefits.**
Parental Leave (Bonding Leave) Education Code § 45196.1	Taken for the birth of a child of the employee or placement of a child with the employee for adoption or foster care. **Eligibility:** Employees must have worked for SUHSD for at least 12 months. **Runs concurrently with FMLA and CFRA.**	Up to 12 weeks within twelve (12) months of the birth or placement of the child. A work week is any week in which the school is open for three (3) or more days.	**Paid.** Use of current and accumulated sick leave. Once sick leave is exhausted, the differential rate of pay can apply. An employee is not required to exhaust vacation in order to have access to this differential pay. **Continuation of Benefits.**