



**Lawrence Public Schools**  
**What you should know about *Emergency Paid Sick Leave***  
**and *Emergency Family Medical Leave Expansion Act***

**Qualifying Purposes:**

1. The employee is subject to a federal, state, or local government or agency quarantine or isolation order
2. A health care provider has specifically advised the employee to self-quarantine
3. The employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis
4. The employee is caring for an immediate family member, a person who regularly resides in the employee's home, or a roommate who is subject to (1) or (2)
5. The employee is caring for a son or daughter under age 18 (or a disabled adult child) due to a school or day care provider closure or the unavailability of a child care provider
  - a. Justification is required for children older than 14 during daylight hours
  - b. A school providing online instruction is still "closed" for this purpose
  - c. A child care provider can include an unpaid family member or friend
6. The employee is experiencing any other substantially similar condition specified in regulations issued by HHS (no guidance has been released for this)

**Length of Leave:**

*Emergency Paid Sick Leave (EPSL)*

Full time employees (working 40 hours per week) receive up to 80 hours of district-paid sick leave under EPSL. Part-time employees will be eligible for district-paid sick leave equal to their average number of hours worked in a two-week period.

*Emergency Family Medical Leave Expansion Act (EFMLEA)*

Employees receive 12 weeks of time off. This is not in addition to any other FMLA the employee has already used within their 12 month rolling calendar. It is merely another FMLA qualifying reason to take FMLA leave up to the 12 weeks already available under FMLA.

**Amount of Pay While on EPSL and/or EFMLEA Leave:**

*Emergency Paid Sick Leave (EPSL)*

For Qualifying Purposes 1 - 3 (self), the employee will receive their **regular rate of pay up to a maximum benefit of \$511 per day** for up to 80 hours, prorated for part time employees.

For Qualifying Purposes 4 - 6 (caring for another), the employee will receive **two thirds of their regular rate of pay up to a maximum benefit of \$200 per day** for up to 80 hours, prorated for part time employees. Employees can supplement remaining one third using their accrued sick leave and/or vacation, if applicable.

*Emergency Family Medical Leave Expansion Act (EFMLEA)*

EFMLEA is only applicable for Qualifying Purpose 5 (caring for son or daughter due to school/day care closure), the employee will receive **two thirds of their regular rate of pay up to a maximum benefit of \$200 per day**. Employees can supplement remaining one third using their accrued sick leave and/or vacation, if applicable. Two thirds pay begins in the third week off due to Qualifying Purpose 5 and lasts through the employee's 12 weeks of FMLA. Employee would be eligible for the first two weeks of leave for Qualifying Purpose 5 to be paid through EPSL.

**Isolation Orders:**

If an individual has *close contact* with someone who *tests positive* for COVID-19, the individual in close contact is required to quarantine for 14 days by the Lawrence Douglas County Health Department. This does qualify the employee for EPSL, according to Qualifying Purpose 1.

Close Contact is defined as contact for greater than 10 minutes, within 6 feet, within 48 hours prior to the positive test.

**Eligibility:**

All employees are eligible for EPSL. No length of service or hours worked requirement needs to be met.

Employees who have worked for at least 30 days at the time the leave is requested are eligible for EFMLEA. No hours worked requirement needs to be met, as there is with FMLA for other qualifying reasons.

**Work from Home:**

An employee who is actually able to work from home, despite the Qualifying Purpose, is **not eligible** for EPSL or EFMLEA.

**Health Insurance While on Leave:**

The district will continue your group health insurance while you are on EPSL or EFMLEA leave, just as it would continue it if you were working. We will continue to collect premiums, if applicable, through payroll deduction.

**Expiration of EPSL and EFMLEA:**

EPSL and EFMLEA currently last through December 31, 2020.

Find an additional FAQ about the FFCRA from KASB [here](#). Find Department of Labor information on COVID-19 [here](#).