

Family and Medical Leave

Family and Medical Leave (FML) consists of a combined total of 12 workweeks of leave that may be used for the employee's illness, immediate family member's illness, birth, adoption, or placement of a foster child. FML may only be used once during a 12-month period, which is measured backward as a rolling year. Employees must have worked for the district one year and worked 1,250 hours in the past 12 months in order to be eligible for FML. FML may or may not be paid leave based on each individual employee's accrued leave balance, leave pool membership, and doctor's release to work. FML will run concurrently with all other types of leave. If both spouses are employed by the district, FML for birth, adoption, placement of child, or care for parent with a serious health condition will be limited to a combined total of 12 weeks.