

REASON	EXPLANATION	LAWS THAT APPLY	HEALTH CARE PROVIDER CONFIRMATION	PAY	PAID LEAVE SUBSTITUTION	DURATION OF ABSENCE
Reason #1	Employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19.	Families First Coronavirus Response Act (FFCRA), Emergency Paid Sick Leave Act (EPSLA), and Emergency FMLA Expansion Act (EFMLA)	No	District provided paid Sick Leave for up to a max of \$511 daily and \$5,110 total.	NA	2 weeks (80 hours or a part-time employee's two-week equivalent) for EPSLA and 10 weeks for EFMLA. Expanded FMLA counts towards an employee's total of 12 weeks of "regular" FMLA leave.
Reason #2	Employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19	Families First Coronavirus Response Act (FFCRA), Emergency Paid Sick Leave Act (EPSLA), and Emergency FMLA Expansion Act (EFMLA)	Yes	District provided paid Sick Leave for up to a max of \$511 daily and \$5,110 total.	NA	2 weeks (80 hours or a part-time employee's two-week equivalent) for EPSLA and 10 weeks for EFMLA. Expanded FMLA counts towards an employee's total of 12 weeks of "regular" FMLA leave.
Reason #3	Employee is experiencing the symptoms of coronavirus and is seeking a medical diagnosis	Families First Coronavirus Response Act (FFCRA), Emergency Paid Sick Leave Act (EPSLA), and Emergency FMLA Expansion Act (EFMLA)	No	District provided paid Sick Leave for up to a max of \$511 daily and \$5,110 total.	NA	2 weeks (80 hours or a part-time employee's two-week equivalent) for EPSLA and 10 weeks for EFMLA. Expanded FMLA counts towards an employee's total of 12 weeks of "regular" FMLA leave.
Reason #4	Employee is caring for "an individual" (need not be a family member) who is subject to an order described by federal, state or local quarantine or isolation order related to COVID-19	Families First Coronavirus Response Act (FFCRA), Emergency Paid Sick Leave Act (EPSLA), and Emergency FMLA Expansion Act (EFMLA)	No	District provided paid Sick Leave for 2/3 pay. Max of \$200 daily and \$2,000 total.	Vacation Sick Leave Personal Leave Leave without Pay	2 weeks (80 hours or a part-time employee's two-week equivalent) for EPSLA and 10 weeks for EFMLA. Expanded FMLA counts towards an employee's total of 12 weeks of "regular" FMLA leave.
Reason #5	Employee is caring for a son or daughter under the age of 18 because such son or daughter's school or place of care has been closed, or such son or daughter's care provider is unavailable due to coronavirus	Families First Coronavirus Response Act (FFCRA), Emergency Paid Sick Leave Act (EPSLA), and Emergency FMLA Expansion Act (EFMLA)	No	District provided paid Sick Leave for 2/3 pay. Max of \$200 daily and \$2,000 total.	Vacation Sick Leave Personal Leave Leave without Pay	2 weeks (80 hours or a part-time employee's two-week equivalent) for EPSLA and 10 weeks for EFMLA. Expanded FMLA counts towards an employee's total of 12 weeks of "regular" FMLA leave.