

FFCRA Paid Leave Notice

Families First Coronavirus Response Act (FFCRA) Paid Leave Information

In accordance with applicable federal and state employment laws, our community school provides eligible employees with information regarding leave rights that may apply under the **Families First Coronavirus Response Act (FFCRA)** and related public health emergency leave provisions.

The FFCRA was enacted to provide temporary paid sick leave and expanded family and medical leave for qualifying reasons related to public health emergencies, including COVID-19. Although certain mandatory federal FFCRA provisions have expired, employees may still be entitled to leave benefits under applicable laws, local policies, collective bargaining agreements, or school employment policies.

Employee Rights and Eligibility

Eligible employees may qualify for leave under certain circumstances, including but not limited to:

- A personal illness or quarantine related to a public health emergency
- Caring for an individual subject to quarantine or medical isolation
- Caring for a child whose school or childcare provider is unavailable due to a public health emergency
- Experiencing symptoms and seeking a medical diagnosis related to a qualifying condition

Leave eligibility, compensation, duration, and documentation requirements are determined in accordance with applicable federal law, school policy, and employment guidelines.

Use of Paid Leave

Employees may be eligible to use:

- Paid sick leave
- Personal leave
- Family and medical leave benefits
- Other approved leave options available through school policy

The school will administer leave requests fairly, consistently, and in compliance with all applicable employment regulations.

Non-Retaliation

The school prohibits retaliation or discrimination against any employee who requests or uses protected leave benefits in good faith.

Questions Regarding Leave

Employees seeking additional information regarding leave eligibility, available benefits, or required documentation should contact the school's Human Resources Department or administration office.

Our community school remains committed to supporting the health, safety, and well-being of employees, students, and families while maintaining compliance with federal and Ohio employment standards.