

The Frontload Method

The District will frontload **seventy-two (72) hours of earned sick time to eligible employees on February 21, 2025**~~forty (40) hours of Paid Medical Leave to eligible employees on March 29, 2019~~, which will be prorated for the first year if the benefit year tracks the calendar year. **Eligible employees may carry over accrued but unused earned sick time to the next benefit year.**~~() No carryover of paid medical leave is permitted.~~ In subsequent benefit years, the District will provide an eligible employee with **seventy-two (72) hours of earned sick time on () February 21, 2025 (X) July 1, 2025** **[INSERT THE START DATE OF THE NEW BENEFIT YEAR] [END OF OPTION]**~~forty (40) hours of paid medical leave on () March 29 ()~~ **[INSERT THE START DATE OF THE NEW BENEFIT YEAR]**. An employee cannot carry over unused paid medical leave to the next benefit year.

A benefit year is the consecutive twelve (12) month period indicated above used by the District to calculate an eligible employee's benefits.

[END OF OPTIONS]

An employee may use **earned sick time under the ESTA for**~~Paid Medical Leave under the PMLA for~~:

- A. An employee or employee's family member's mental or physical illness, injury, health condition and medical diagnosis, care, or treatment, preventative medical care.
- B. If the employee or the eligible employee's family member is a victim of domestic violence or sexual assault:
 1. for medical, psychological or other counseling for physical or psychological injury or disability;
 2. to obtain services from a victim services organization;
 3. to relocate due to domestic violence or sexual assault;
 4. to obtain legal services; and/or
 5. to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault.
- C. **For meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child.**
- D. Closure of the employee's primary workplace due to a public health emergency or to provide care for a child whose school or place of care has been closed due to a public health emergency.
- E. If health authorities or a health care provider have determined that the employee or employee's family member would jeopardize the health of others because of their exposure to a communicable disease regardless of whether employee or family member has actually contracted the communicable disease.

An employer shall not require an employee to search for or secure a replacement worker as a condition for using earned sick time.

Definitions

A "family member" includes:

- A. a biological, adopted, or foster child, stepchild or legal ward, **a child of a domestic partner**, or a child to whom the employee stands in loco parentis;
- B. a biological parent, foster parent, stepparent, or adoptive parent or a legal guardian of an employee or the employee's spouse **or domestic partner**, or an individual who stood in loco parentis when the employee was a minor child;
- C. an individual to whom the employee is "legally married under the laws of any state; "
- D. a grandparent or grandchild; ~~and~~
- E. a biological, foster, or adopted sibling; ~~and~~

