

THRUN LAW FIRM, P.C.

Thrun Policy Service Update Summary – January 2025

Board Policy Manual

Policy/Form	Revision(s) Made
4000 Series	
4113 Michigan Earned Sick Time Act (ESTA)	On July 31, 2024, the Michigan Supreme Court declared the Michigan Paid Medical Leave Act (PMLA) void and ordered the Michigan Earned Sick Time Act (ESTA) into law effective February 21, 2025. The new ESTA policy and form are intended to assist schools with ESTA implementation. To be attached with the form, see the 4113-F Attachment, which is a PDF containing a LEO ESTA brochure and a copy of the ESTA
4113-F Michigan Earned Sick Time Act (ESTA) Form	
4113-F Attachment - LEO ESTA Brochure and ESTA	
4305 Intentionally Left Blank	In addition to adopting Policy 4113 and Form 4113-F, your school should replace PMLA Policy 4305 with the enclosed “Intentionally Left Blank” policy to retain the policy numbering structure in your policy manual.