

## **ACTION ITEM**

### Policy Verbiage Update

In reviewing the District's Board Policy **Article V, Section 6 – Family Medical Leave Act** with legal counsel, one minor change is necessary related to the requirement of concurrently using FMLA and paid leave. The following change is proposed, with added language **in bold** and deleted language stricken, as highlighted below:

The District shall comply with the requirements of the Family and Medical Leave Act (FMLA), and its corresponding rules and regulations. The District shall use the rolling calendar method of calculating FMLA eligibility. All FMLA leave will be without pay. If the employee has paid leave time available under Board Policy, a collective bargaining agreement or individual contract, the employee **will** be required to use that paid leave time concurrent with the employee's use of FMLA leave.

This adjustment aligns district policy with protections of the Earned Sick Time Act (ESTA) while preserving the District's intended administration of leave.

## **RECOMMENDATION**

Move to approve the First Reading and immediate adoption (*thereby waiving the Second Reading*), of **Article V. Section 6 – Family Medical Leave Act** Board Policy as presented.