

EPISD Leave Comparison Chart

Type of Leave	Eligibility Requirements	Eligible Reasons for Leave	Maximum Duration	Pay During Leave	Benefits During Leave
Family/Medical Leave	<p>Employed by El Paso ISD for a minimum of 12 months</p> <p>Worked a minimum of 1,250 hours in the 12-month period prior to the first day of leave</p>	<p>Birth and care of a newborn child</p> <p>Placement of a child for adoption or foster care and care of the child</p> <p>Care of an immediate family member (child, spouse or parent) with a serious health condition</p> <p>Employee's own serious health condition</p> <p>Due to a qualifying exigency arising from a spouse, child, or parent who is on active duty status in support of a contingency operation</p> <p>Due to a serious injury or illness of a spouse, child, parent or next of kin who is a covered service member</p>	<p>12 weeks during a rolling 12-month period</p> <p>Up to 26 weeks in a 12-month period</p>	<p>Can use Local and State Days</p> <p>Disability (if you elected this benefit, subject to plan restrictions)</p> <p>Workers' Compensation (if applicable)</p> <p>Catastrophic Sick Leave Bank (if applicable)</p>	<p>Paid Leave - Your benefits continue and appropriate premiums will be deducted from your pay check</p> <p>Unpaid Leave – You are required to make the appropriate payment for premiums.</p>
Temporary Disability Leave	<p>Certified full-time employees</p>	<p>Employee's own serious health condition</p>	<p>180 calendar days</p>	<p>Can use Local and State Days</p> <p>Disability (if elected this benefit, subject to plan restrictions)</p> <p>Worker's Compensation (if applicable)</p> <p>Catastrophic Sick Leave Bank (if applicable)</p>	<p>Paid Leave – Your benefits continue and appropriate premiums will be deducted from your paycheck</p> <p>Unpaid Leave - You will be offered COBRA continuation coverage in accordance with guidelines established by federal law.</p>

Leave of Absence - Personal Illness	Employees who have completed one or more years of employment with the District	Your own serious health condition	Up to 4 semesters	Can use Local and State Days Disability (if you elected this benefit, subject to plan restrictions) Workers' Compensation (if applicable) Catastrophic Sick Leave Bank (if applicable)	Paid Leave - Your benefits continue and appropriate premiums will be deducted from your pay Unpaid Leave – You will be offered COBRA continuation coverage in accordance with guidelines established by federal law.
Type of Leave	Eligibility Requirements	Eligible Reasons for Leave	Maximum Duration	Pay During Leave	Benefits During Leave
Leave of Absence- Professional Study	Employees who have completed one or more years of employment with the District for employees who have been issued a term or continuing contract. An employee not on a term or continuing contract may be granted a professional study leave provided the employee has completed 4 years of continuous service to the District	To pursue professional study, to study in a foreign country, or for extensive travel that would aid the employee in the performance of his/her assignment	Up to 4 semesters	Can use State Days if approved by the District	Paid Leave – Your benefits continue and appropriate premiums will be deducted from your pay Unpaid Leave – You will be offered COBRA continuation coverage in accordance with guidelines established by federal law.

Leave of Absence - Extreme Hardship	Employees who have completed one or more years of employment with the District	If it involves the welfare of a member of the employee's immediate family	Up to 4 semesters	Can use Local and State Days if approved by the District	Paid Leave – Your benefits continue and appropriate premiums will be deducted from your pay Unpaid Leave – You will be offered COBRA continuation coverage in accordance with guidelines established by federal law.
Jury Duty	All employees	Summons to serve on federal, municipal, and county juries Subpoenaed to make a court appearance	Day of summons	With pay Voluntary court appearances due to your personal business are deducted from accrued leave or without pay Allowed to retain any compensation for jury service	Paid Leave – Your benefits continue and appropriate premiums will be deducted from your pay
Military Leave	All Eligible Employees	Active voluntary or involuntary military duty in any branch of the United States or state military armed services	Long Term - Up to 5 years Short Term- 15 workdays in a federal fiscal year	Can use Local days, as long as these were accumulated prior to 1995, and State Days	Paid Leave – Your benefits continue and appropriate premiums will be deducted from your pay Unpaid Leave – You will be offered COBRA continuation coverage in accordance with guidelines established by federal law.

For more information on leave review policy DECA(Legal) and DEC(Local)