

## FEN SURVEY (August 2020)

School District	As leave purely to avoid exposure to COVID-19 is not covered under FMLA does your district provide any type of leave for employees who do not have an underlying condition and are not ill but are fearful of direct exposure to Coronavirus/COVID-19?	If you answered YES, how long are you permitting for this leave?	If you answered YES to item # 2 above do you have any cost containment provisions accompanying this type of leave? If YES, please explain or provide an example.	Comments
Alachua	No	NA	NA	
Baker	No	NA	NA	
Brevard	No	NA	NA	
Broward	No	NA	NA	Although we do not offer a leave specifically for employees fearful of contracting Covid-19 and prefer to not come to work, employees may choose to go on a Personal leave, if they qualify. Depending on the Bargaining unit, this leave could run for two years.
Duval	No	NA	NA	Duval offers Personal Leave for one year. However, employees must request this leave prior to end of previous school year (per Board policy). District is seeking to waive this requirement to allow employees to request this leave outside of established timeframe.

		Employees were eligible to take COVID leave in this circumstance. It provided one year off (no medical documentation required, exact position not guaranteed). This opportunity ended 8/19/20	
Flagler	Yes		Unknown
Hamilton	No	NA	NA
Hernando	No	NA	NA
		In limited situations. If possible, our goal is to have in person or online learning occurring, not both at the same time. Logistically, that is not feasible in all situations.	No, however, we plan to resume regular bargaining sessions in September. The union has not indicated a strong interest in discussing additional pay for differentiated instruction for online and in person learners.
Lee	Yes		
Marion	No	NA	NA
Miami-Dade	No. It is being considered and requested by the teachers' union.	NA	NA
Osceola	No. We are permitting leaves of absence without pay and regular FMLA, in specific circumstances.	NA	NA

		Instructional staff on personal leave have their job held for the school year. A job will not be held for any SRP staff taking a personal leave.	While on personal leave, employees are required to pay the full premiums for their medical insurance. The District will no longer pay for the coverage.
Pasco	Yes		
Putnam	No	NA	NA
Seminole	Yes	One year	No. It's unpaid leave.