



Charter School Parental Leave Illustration

Example

Mary has a natural childbirth on January 1 with no medical complications. In this illustration, Mary is a teacher who has been with the school for 3 years and meets all eligibility factors. The school is using the **public** Massachusetts Paid Family Medical Leave (MA PFML) option and has a Short-Term Disability (STD) benefit.

Key Factors

- Mary's annual base salary is \$70,000 and she is paid her 10-month service spread over 12 months.
- Mary has chosen to supplement her leave with accrued sick time when it won't impact paid leave benefits, which means she can use accrued and unused sick time during the first week of leave.
- 12 weeks unpaid under the federal Family and Medical Leave Act (FMLA) begins on the day of the leave, which is for covered pregnancy-related reasons.
- Since Mary is an instructional employee, school breaks do not count toward her federal FMLA leave entitlement.
- 8 weeks unpaid under the Massachusetts Parental Leave Act (MPLA) begins on the day of the leave, which is for the purpose of giving birth, not for medical needs arising out of pregnancy.
- STD elimination period is 7 days and capped at 60% of salary up to a maximum of \$1,200 per week. (For Mary, that's \$808 per week); STD will not pay out since Mary is receiving \$850 for PFML, which is more than the \$808 or 60% of her weekly pay that she is eligible for in STD.
- PFML wait period is 7 days and is capped at a maximum of \$850 per week ([based on PFML Benefit Calculator](#)).
- Mary's Health Care Provider (HCP) has certified she needs 6 weeks of medical recovery (MA PFML medical leave) from giving birth.
- Mary has chosen to take paid family leave (MA PFML bonding leave) immediately after her medical leave, which is determined by her HCP.
- The school's policy requires that PFML, FMLA, and MPLA run concurrently when used for the same covered leave reasons.
- Based on this illustration, and shown in the calendar below, Mary is scheduled to be back to school on **May 10, 2021**.

*Important Note

If Mary is paid her full weekly pay by the school during the February break, based on what we know, PFML will not be paid that week, but the time will count toward Mary's PFML leave entitlement. The MA Department of Family and Medical Leave has not confirmed this, so the above is based on our understanding of the regulations as of December 2020.

JANUARY / 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3
					Baby is born	
4	5	6	7	8	9	10
12 weeks FMLA begins (unpaid)						
7-day wait period for MA PFML benefits (unpaid)						
8 weeks MPLA begins (unpaid)						
Employee uses accrued sick time to cover 7-day PFML wait period						
11	12	13	14	15	16	17
MA PFML medical benefit- \$850 per week						
18	19	20	21	22	23	24
25	26	27	28	29	30	31

KEY:

FED FMLA

MA PFML

MPLA

PTO

FEBRUARY / 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 Week 5 \$850	2	3	4	5	6	7
[Dark Grey Bar]						
[Light Grey Bar]						
8 Week 6 \$850	9	10	11	12	13	14
[Dark Grey Bar]						
MA PFML medical leave ends						
[Light Grey Bar]						
15 Week 7 \$850	16	17	18	19	20	21
[Dark Grey Bar]						
February School Break - does not count toward FMLA weeks						
MA PFML - bonding leave \$850 per week						
[Light Grey Bar]						
22 Week 8 \$850	23	24	25	26	27	28
[Dark Grey Bar]						
MPLA ends this week						
[Light Grey Bar]						
[Xed Out Grid]						

KEY:

FED FMLA

MA PFML

MPLA

SCHOOL BREAK

MARCH / 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1 Week 9 \$850	2	3	4	5	6	7
8 Week 10 \$850	9	10	11	12	13	14
15 Week 11 \$850	16	17	18	19	20	21
22 Week 12 \$850	23	24	25	26	27	28

KEY:

FED FMLA

MA PFML

APRIL / 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
29 Week 13 \$850	30	31	1	2	3	4
FMLA ends this week						
MA PFML - bonding leave - \$850 per week						
5 Week 14 \$850	6	7	8	9	10	11
FED FMLA						
12 Week 15 \$850	13	14	15	16	17	18
FED FMLA						
19 Week 16 \$850	20	21	22	23	24	25
FED FMLA						
MA PFML						
FED FMLA						

KEY:

FED FMLA

MA PFML

MAY / 2021



Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
26 Week 17 \$850	27	28	29	30	1	2
3 Week 18 \$850	4	5	6	7	8	9
MA PFML bonding leave ends this week						
10 Mary returns to school	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
						31

KEY:

MA PFML