

Connecticut Paid Sick Leave Law Notice

4500.

In compliance with Conn. Gen. Stat. §§ 31-57r et seq.

Overview

Effective January 1, 2025, Connecticut General Statutes §§ 31-57r et seq. (the "Paid Sick Leave Law") shall apply to all employees of the Board of Education, regardless of whether they are subject to applicable collective bargaining, contract, or Board policy requirements.

Covered Employees

All Board employees are covered by the Paid Sick Leave law, except seasonal employees, who are covered by the 20 Paid Sick Leave law.

Accrual and Use

Employees shall accrue PSL at a rate of 1 hour for every 80 hours worked up to 40 hours per benefit year.

Employees shall be considered to use PSL 120 calendar days after their date of hire, or the date of their last day of work, whichever is later, for the purpose of applying the law. Employees may use Board Paid Sick Leave for the following purposes:

Permitted Uses

Employees shall be permitted to use up to 40 hours per benefit year of PSL for the following

- An employee's own illness, injury, or health condition; the medical diagnosis, care, or treatment of the employee's mental or physical illness, injury, or health condition; preventative medical care for an employee's mental or physical health; or a mental health wellness day.
- An employee's family member's illness, injury, or health condition; the medical diagnosis, care, or treatment of the family member's mental or physical illness, injury, or health condition; or preventative medical care for an employee's family member's mental or physical health.
- For closure by order of a public official, due to a public health emergency, of the Board's place of business or a family member's school or place of care.
- For determination by a health authority having jurisdiction, the Board, a family member's employer, or a health care provider that the employee or the employee's family member poses a risk to the health of others due to such individual's exposure to a communicable disease, whether or not the employee or family member contracted the communicable illness.
- Where an employee or an employee's family member is a victim of family violence or sexual assault, provided the employee is not the alleged perpetrator of such family violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability; obtaining services from a victim's services organization; relocating due to such family violence or sexual assault; or participating in any civil or criminal proceedings related to or resulting from such family violence or sexual assault.

For purposes of PSL provided in accordance with the Paid Sick Leave law:

- "Family member" is defined as a spouse, sibling, child, grandparent, grandchild, or parent of an employee, or an individual related to the employee by blood or by an affinity whose close association to the employee shows to be equivalent to those family relationships.
- "Mental health wellness day" means a day during which an employee attends to the employee's emotional and psychological well-being in lieu of attending a regularly scheduled shift.

Separation

Employees shall not be entitled to payment of unused accrued PSL upon termination of

Notice and Documentation

An employee is not required to provide advance notice of an anticipated PSL absence if the employee

The Board shall not restrict an employee's ability to provide documentation that PSL is being taken for one

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Retaliation and Discrimination Prohibited

The Board prohibits retaliation and discrimination against an employee for requesting or using PSL

Complaints

An employee who alleges an alleged violation of the Paid Sick Time Ordinance may file a complaint

Notice Requirements

This notice shall be provided to new employees at the time of hiring. The Board shall also display

Recordkeeping

The Board shall track and keep records, for three years, of hours worked and PSL accrued and

ADOPTED: March 17, 2026

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