

# Parental Leave: Frequently Asked Questions

FAQ	<b>CERTIFICATED</b> <b>(EGEA, PSWA, NUHW &amp; Certificated EGTEAMS)</b>	<b>CLASSIFIED</b> <b>(AFSCME, ATU, CSEA, Classified EGTEAMS)</b>
<b>How much time can I take off work for maternity leave?</b>	You and your doctor will decide when you should stop working. Generally, you can take up to 4 weeks prior to your estimated due date. The time off work after baby is born is based on the actual delivery date & method of birth; 6 weeks for a vaginal delivery and 8 weeks for a C-Section.	You and your doctor will decide when you should stop working. Generally, you can take up to 4 weeks prior to your estimated due date. The time off work after baby is born is based on the actual delivery date & method of birth; 6 weeks for a vaginal delivery and 8 weeks for a C-Section.
<b>How much paid leave am I eligible to receive during maternity leave?</b>	Your sick leave hours keep your pay in whole while on maternity leave. The number of days you can receive full pay is based on your sick leave balance. Your sick leave will only be charged on scheduled work days, not on holidays or non-work days.  If you have a custom work calendar, make sure to provide it to your designated leave technician.	Sick leave keeps your pay in whole while on maternity leave. The number of days you can receive full pay is based on your sick leave & vacation balance. Your sick leave/vacation will only be charged on scheduled work days, not on holidays or non-work days.
<b>What if I don't have enough sick leave hours to cover my maternity leave?</b>	Once sick leave is exhausted, you are entitled to differential pay. Differential pay will continue through the end of your maternity leave OR until your doctor releases you back to work. Differential pay is your daily rate of pay, less the applicable docking rate. (See docking rates below).	Once a sick leave is exhausted, vacation will be charged. If sick leave & vacation balances are exhausted, you are entitled to differential pay. Differential pay will continue through the end of your maternity leave OR until your doctor releases you back to work. Differential pay is your daily rate of pay, less the docking rate. (See docking rates below).
<b>What are the docking rates for differential pay during maternity leave?</b>	<b>EGEA, EGTEAMS</b> <ul style="list-style-type: none"> <li>Days 1-20 docked @ \$135/per day</li> <li>Days 21+ docked @ \$175/per day</li> </ul> <b>PSWA</b> <ul style="list-style-type: none"> <li>Docked at Step 1 of your job classification salary schedule</li> </ul>	<b>AFSCME/ATU/EGTEAMS</b> <ul style="list-style-type: none"> <li>Docked at Step 1 of your job classification salary schedule</li> </ul> <b>CSEA</b> <ul style="list-style-type: none"> <li>Docked at 50% of your job classification salary schedule</li> </ul>
<b>What about disability insurance?</b>	Certificated employees have the opportunity to sign up with The Standard Insurance Company for disability insurance. Information regarding the plan can be obtained from EGEA at 916-685-4588 or by contacting The Standard at 1-800-522-0406.	Most classified employees pay into State Disability Insurance (SDI). EGUSD integrates your sick leave with SDI. It is important to <b>review the document from Payroll</b> to understand how this process works. (See the summary below).

# Parental Leave: Frequently Asked Questions

FAQ	<b>CERTIFICATED</b> <b>(EGEA, PSWA, NUHW &amp; Certificated EGTEAMS)</b>	<b>CLASSIFIED</b> <b>(AFSCME, ATU, CSEA, Classified EGTEAMS)</b>
<b>How do I receive pay from my disability insurance? How much can I expect to receive?</b>	<ul style="list-style-type: none"> <li>• File a claim with The Standard</li> <li>• The Standard will pay you directly after the 7 day waiting period</li> <li>• While using your sick leave The Standard will pay approx. \$25/Day</li> <li>• Once sick leave is exhausted, you may receive approximately 75% of regular income from EGUSD and The Standard combined</li> <li>• The Standard disability insurance is applicable during maternity leave only. It <i>does not</i> apply to baby bonding or child rearing leave</li> </ul>	<ul style="list-style-type: none"> <li>• File a claim online with SDI. Give your physician your claim number so they can complete their portion</li> <li>• EGUSD will automatically receive an employer verification form</li> <li>• Provide the NOTICE OF COMPUTATION to payroll upon receipt</li> <li>• SDI has a 7 day waiting period before benefits begin</li> <li>• <b>Integration:</b> An estimate of your SDI benefit will be reduced (docked) from your EGUSD pay warrant. This process will continue for as long as you have accrued sick leave/vacation.</li> <li>• <b>Monthly Pay:</b> Upon approval of your claim, you will receive benefits in the form of an ATM card from SDI. Combined income from EGUSD and SDI benefits cannot exceed regular monthly pay.</li> </ul>
<b>Baby Bonding...</b>  <b>How does it work?</b>	<ul style="list-style-type: none"> <li>• Qualification:             <ul style="list-style-type: none"> <li>○ Employed by EGUSD for a cumulative total of one year</li> </ul> </li> <li>• Entitlement:             <ul style="list-style-type: none"> <li>○ Up to 12 weeks of paid differential</li> <li>○ Health benefits remain intact</li> </ul> </li> <li>• Rules/Facts:             <ul style="list-style-type: none"> <li>○ Must notify HR 4 weeks in advance</li> <li>○ Entitled to 12 weeks within one year of baby's birth (unused weeks may be rolled into the new school year)</li> <li>○ Must use in a minimum of 2 week increments (2 exceptions may be made)</li> <li>○ Differential pay does NOT affect sick leave balance</li> <li>○ If both parents work for the district, the 12 weeks are shared</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Qualification:             <ul style="list-style-type: none"> <li>○ Employed by EGUSD for a cumulative total of one year</li> </ul> </li> <li>• Entitlement:             <ul style="list-style-type: none"> <li>○ Up to 12 weeks of paid differential</li> <li>○ Health benefits remain intact</li> </ul> </li> <li>• Rules/Facts:             <ul style="list-style-type: none"> <li>○ Must notify HR 4 weeks in advance</li> <li>○ Entitled to 12 weeks within one year of baby's birth (unused weeks may be rolled into the new school year)</li> <li>○ Must use in a minimum of 2 week increments (2 exceptions can be made)</li> <li>○ Differential pay does NOT affect sick leave/vacation balances</li> <li>○ If both parents work for the district, the 12 weeks are shared</li> </ul> </li> </ul>

# Parental Leave: Frequently Asked Questions

FAQ	<b>CERTIFICATED</b> <b>(EGEA, PSWA, NUHW &amp; Certificated EGTEAMS)</b>	<b>CLASSIFIED</b> <b>(AFSCME, ATU, CSEA, Classified EGTEAMS)</b>
<b>What about pay during baby bonding?</b>	Options may include: <ul style="list-style-type: none"> <li>If you have sick leave hours, you can choose to use your sick leave to keep your pay in whole</li> <li>Differential pay, which does <i>NOT</i> affect sick leave balances               <ul style="list-style-type: none"> <li>Baby Bonding differential rate is 50% or \$135/\$175 p/d, whichever is more beneficial to the employee</li> </ul> </li> <li>If you are a certificated employee that pays into SDI, you may be eligible to file for Paid Family Leave (PFL) during baby bonding. Contact EDD at 1-877-238-4373 or go to their website <a href="http://www.edd.gov">www.edd.gov</a> to submit a claim.</li> </ul>	Options may include: <ul style="list-style-type: none"> <li>If you have sick leave or vacation hours, you can choose to use them to keep your pay in whole</li> <li>Differential pay, which does <i>NOT</i> affect sick leave/vacation balances               <ul style="list-style-type: none"> <li>Baby Bonding differential rate is 50%</li> </ul> </li> <li>You may be eligible to file for Paid Family Leave (PFL) during baby bonding. Contact EDD at 1-877-238-4373 or go to their website <a href="http://www.edd.gov">www.edd.gov</a> to submit a claim.</li> </ul>
<b>How does FMLA/CFRA work?</b>	FMLA/CFRA runs concurrently with baby bonding and keeps health benefits intact during maternity leave and baby bonding.	FMLA/CFRA runs concurrently with baby bonding and keeps health benefits intact during maternity leave and baby bonding.
<b>What happens to my health benefits while on leave?</b>	Health benefits remain intact through maternity leave & baby bonding. For information regarding health benefits during unpaid Child Rearing Leave, contact payroll & benefits at 916-686-7778.	Health benefits remain intact through maternity leave & baby bonding. For information regarding health benefits during unpaid Child Rearing Leave, contact payroll & benefits at 916-686-7778.
<b>How do I add baby to my health insurance plan?</b>	If you want to enroll baby in your health insurance plan, you must provide proof of birth within 60 days of delivery to the payroll & benefits department. You may also visit <a href="http://www.benefitbridge.com">www.benefitbridge.com</a>	If you want to enroll baby in your health insurance plan, you must provide proof of birth within 60 days of delivery to the payroll & benefits department. You may also visit <a href="http://www.benefitbridge.com">www.benefitbridge.com</a>
<b>Can I take unpaid Child Rearing Leave?</b>	<ul style="list-style-type: none"> <li>Request must be submitted to HR 30 days prior to the start of the leave.</li> <li>Unpaid child rearing leave allows up to one year off to care for a child.</li> <li>Contact your leave technician at 916-686-7795 for information about the process</li> <li>Contact payroll &amp; benefits at 916-686-7778 for specific information on pay and benefits</li> </ul>	<ul style="list-style-type: none"> <li>Request must be submitted to HR 30 days prior to the start of the leave.</li> <li>Unpaid child rearing leave allows up to one year off to care for a child.</li> <li>Contact your leave technician at 916-686-7795 for information about the process</li> <li>Contact payroll at 916-686-7778 for specific information on pay and benefits</li> </ul>

# Parental Leave: Frequently Asked Questions

	<b>CERTIFICATED</b> <b>(EGEA, PSWA, NUHW &amp; Certificated EGTEAMS)</b>	<b>CLASSIFIED</b> <b>(AFSCME, ATU, CSEA, Classified EGTEAMS)</b>
<b>What is Paid Family Leave (PFL)?</b>	While on baby bonding or an <i>unpaid</i> Child Rearing Leave with EGUSD, certificated employees <b>who pay into SDI</b> may apply for Paid Family Leave for up to 6 weeks. PFL is administered by the State of California. Contact EDD at 1-877-238-4373 or go to their website <a href="http://www.edd.gov">www.edd.gov</a> to submit a claim.	While on baby bonding or an <i>unpaid</i> Child Rearing Leave with EGUSD, you may apply for Paid Family Leave for up to 6 weeks. PFL is administered by the State of California. Contact EDD at 1-877-238-4373 or go to their website <a href="http://www.edd.gov">www.edd.gov</a> to submit a claim.
<b>What about paternity leave?</b>	<ul style="list-style-type: none"> <li>• May take up to (10) days Personal Necessity which come out of sick leave</li> <li>• May take up to (4) days Parental Leave which come out of sick leave</li> <li>• May utilize baby bonding leave and pay benefits as described above **</li> </ul>	<ul style="list-style-type: none"> <li>• May take up to (7) days Personal Necessity which come out of sick leave</li> <li>• May utilize baby bonding leave and pay benefits as described above</li> </ul>

**If you have additional questions, please contact your designated Leave Technician at 916-686-7795 or [leaves@egusd.net](mailto:leaves@egusd.net)**