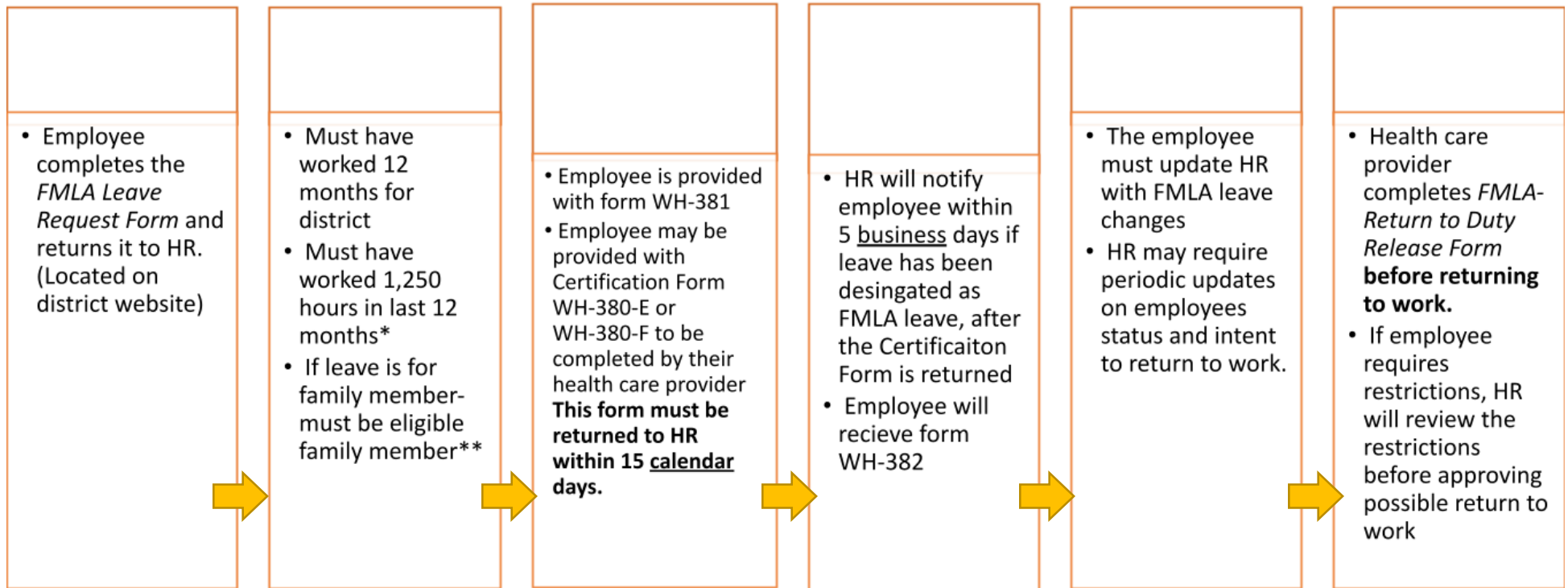


FMLA Process for De Soto #73



^If you are not eligible, you may request leave again in the future. Employee eligibility can change. If you are determined ineligible for FMLA leave, the district may request ADA information from your healthcare provider. Employees that are not eligible for FMLA leave may still be eligible for the District Sick/Catastrophic Bank.

*The 1,250 hours includes only those hours actually worked for the employer. Paid leave and unpaid leave, including FMLA leave, are not included.

**May only take FMLA leave to assist a parent, son/daughter, spouse, or child in which the employee stands in loco parentis with a "serious health condition".