

Montgomery County Public Schools
Family and Medical Leave Act (FMLA)
INTERMITTENT LEAVE INFORMATION

To qualify for FMLA intermittent leave, an employee must have worked for Montgomery County Public Schools (MCPS) for a minimum of one year and have at least 1,250 hours of service with MCPS within the previous 12 months.

FMLA provides qualifying employees up to 12 weeks of unpaid leave as well as job and benefits protection.

An employee may be eligible for FMLA intermittent leave if they have—

- A serious health condition resulting in an inability to perform the duties of their job;
- To care for their spouse, child, or parent who has a serious health condition;
- To care for their child after a birth, or for a child following its placement with the employee for adoption or foster care; or
- To use Military Family Leave—
 - Due to a qualifying reason arising out of the covered active duty status of a military member who is the employee's spouse, son, daughter, or parent (qualifying exigency leave), or
 - To care for a covered servicemember with a serious injury or illness when the MCPS employee is the spouse, son, daughter, parent, or next of kin of the covered servicemember (military caregiver leave).

* According to the U.S. Department of Labor, Serious Health Condition is defined as follows:

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.