

CT Paid Leave Coverage and Benefits for Workers

According to [policy](#) adopted by the CT Paid Leave Authority, CT Paid Leave benefits are payable only for days that a worker would have been scheduled to work if they had not been experiencing the leave reason. This means that a covered worker will not be paid CT Paid Leave benefits for dates their employer is closed for a holiday shutdown and, thus, they would not have been scheduled to work. Whether or not the worker will be paid by the school during the holiday/shutdown will not impact the paid leave benefit.

See the table below for more information based on the duration of the leave and the employer closure:

Is the absence for full or part calendar week?	Is the employer shutdown for full or part of the calendar week?	Are CT Paid Leave benefits payable?
Full calendar week	Full calendar week	No
Full calendar week	Part of calendar week	Yes
Part of calendar week	Full calendar week	No
Part of calendar week	Part of calendar week	Yes, if the absence is for a day of the week that is not part of the shutdown.

For example:

1. Karen is an administrative assistant for Waterbury Board of Education. Karen works during the summer vacation. Karen needs to have surgery and applies to take CT Paid Leave for her own serious health condition from July 6-July 30. Since Karen is scheduled to work during those weeks, she will receive CT Paid Leave benefits.

2. Bob works in the cafeteria of an elementary school in West Hartford. West Hartford Public Schools are closed the week of April 12-17 for spring break and Bob is not scheduled to work. Bob takes intermittent caregiver leave to bring his mother to weekly dialysis appointments. Bob's mom has an appointment on April 13, during West Hartford School's spring break. Since Bob is not scheduled to work, he will not receive CT Paid Leave benefits on that day.

3. Sarah is a paraeducator at Newington High School. Paraeducators are scheduled to work until June 18 and to return on August 26. Sarah is pregnant and her due date is May 5. Since Sarah would have been scheduled to work until June 18, she will receive CT Paid Leave benefits from the date of her delivery in May until the last day of school on June 18. Sarah will not receive CT Paid Leave benefits for the duration of the summer vacation. Sarah uses only 6 weeks and 3 days of her available 12 weeks of FMLA leave and receives only 6 weeks and 3 days of her available 12 weeks of CT Paid Leave benefits between May 5th and June 18th. She has up to 5 weeks and 2 days of FMLA

leave and CT Paid Leave benefits remaining available to use for bonding leave once the school year starts again on August 26th, if she chooses.

4. Jason is a teacher at a private school, works Monday through Friday, and is covered by CT Paid Leave. Jason's school is closed for winter break starting on Thursday, December 24, 2026 and ending on January 3, 2027. Jason calls out of work on Wednesday, December 23rd because his son needs an emergency appendectomy. Jason applies to take continuous leave to care for his son after surgery and will be on leave from December 23rd until January 11th.

Since Jason was scheduled to work on December 23rd and the school was open for part of that week, he will receive CT Paid Leave benefits in connection with the absence on December 23rd; however, he will not receive benefits for Thursday, December 24th nor Friday, December 25th, as those are not days he was expected to work. And, since he is not scheduled to work the remainder of the school's winter break, he will not receive CT Paid Leave benefits in connection with the week of December 28th through January 1st. Jason will receive benefits in connection with the week of January 4th through January 8th since the school will be open that week.

5. is a paraeducator at a middle school in Rocky Hill. Paraeducators are not scheduled to work during the summer vacation and Maria opts to receive her pay over the full calendar year (12 months instead of 10). Maria is scheduled for knee replacement surgery on July 10. Since Maria is not scheduled to work, she will not receive CT Paid Leave benefits in connection with her surgery, regardless of how she is paid. (The school cannot count this time against her FMLA allotment either.)