



FAQs for public school operators



Connecticut Paid Leave

Changes for Public School Operators Effective 10/1/25

Who is a “public school operator”?

- A local or regional board of education (including RESCs), interdistrict magnet school operator, state or local charter school, endowed or incorporated academy approved by the State Board of Ed, or a cooperative agreement between multiple boards of education allowed by state law.

Are public school operators covered by CT Paid Leave?

- Effective 10/1/25, public school operators are covered employers under CT Paid Leave with respect to their non-certified staff (that is, staff whose positions do not require certification pursuant to Chapter 166 of the CT General Statutes).

Are certified employees of public school operators covered by CT Paid Leave?

- No, employees whose positions require certification pursuant to Chapter 166 are NOT covered by CT Paid Leave unless the unionized employees collectively bargain for participation.

What are the obligations of a public school operator in regard to CT Paid Leave?

- Public school operators must register with the CT Paid Leave Authority, deduct 0.5% from employees via payroll deduction, and remit these contributions quarterly to the Authority. They must also complete the Employment Verification Form when an employee applies for CT Paid Leave.





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What happens with non-certified staff who are unionized?

- Unionization does not impact participation in CT Paid Leave for any non-certified staff beginning on 10/1/25. Coverage for non-certified staff begins on that date, whether unionized or not, assuming they meet the requirements for eligibility.

Can non-certified employees receive CT Paid Leave starting 10/1/25, or is there a waiting period?

- There is no waiting period, so non-certified employees with a qualifying reason who meet eligibility requirements could receive benefits starting on 10/1. They can begin their application 30 days before their first day of requested leave.

Are there any changes to FMLA laws for public school operators?

- Yes. Public school operators are now subject to CT FMLA for their non-certified employees effective 10/1/25. More information about CT FMLA can be found on the CT Department of Labor website. There are no changes to federal FMLA for public school operators at this time. Please remember that CT Paid Leave, CT FMLA and federal FMLA are different laws. CT and federal FMLA provide job protected leave for qualifying reasons. CT Paid Leave provides income replacement benefits for qualifying reasons, but it does not provide job protected leave.

If an employee does hold a certification but works in a position that does not require it, are they covered?

- We will look at what is required for the position in which the person works, not what certifications they specifically hold. Therefore, if their position does not require certification under Chapter 166, they are considered non-certified and are covered.

