

---

## Effective October 1, 2025: Expansion of CT Paid Leave and CT FMLA to Certain School Employees

### **Background:**

CT Paid Leave, administered by the CT Paid Leave Authority, provides income replacement benefits to eligible workers who need to take time away from work for a [qualifying reason](#). Under the current CT Paid Leave Act, local or regional boards of education are not covered employers unless their unionized employees collectively bargain to participate in the program. Nonpublic elementary and secondary schools also are not covered employers and are without the option for their unionized employees to collectively bargain to participate.

The CT Family and Medical Leave Act (CT FMLA), which provides job protected leave, also excludes employees of local or regional boards of education and nonpublic elementary or secondary schools. CT FMLA is administered by employers and overseen by the CT Department of Labor.

### **New changes to CT Paid Leave and CT FMLA effective October 1, 2025:**

- [Sec. 234-237 of P.A. 25-174](#) amends CT Paid Leave and CT FMLA to cover employees of “public school operators” and nonpublic elementary and secondary schools whose positions **do not** require a certification under Chapter 166 of the Connecticut General Statutes, referred to as non-certified school employees.
- “Public school operators” include local or regional boards of education, interdistrict magnet school operators, state or local charter schools, an endowed or incorporated academy approved by the State Board of Education, or a cooperative arrangement between multiple boards of education allowed by state law.

### **Eligibility for CT Paid Leave for non-certified school employees:**

- To be eligible for CT Paid Leave, non-certified school employees must (1) have earned at least \$2325 during their highest earning quarter within the base period and (2) have been employed by a covered employer within the previous 12 weeks.
- The law authorizes the CT Paid Leave Authority to adopt an alternative method of calculating the base period and base weekly earnings for non-certified school employees. The Authority will develop a policy and seek public comment before it is finalized in the next few months.

### **Eligibility for CT FMLA for non-certified school employees:**

- To be eligible for CT FMLA, or job protected leave, a non-certified school employee must have been employed for at least 3 months during the previous 12-month period by their school or school district. For more information regarding CT FMLA, visit the CT DOL’s [website](#).

### **Information for newly covered employers:**

- As of October 1, 2025, public and private elementary and secondary schools will be covered employers with respect to non-certified staff whose positions do not require a professional certification under Chapter 166.
- As newly covered employers, schools are required to register with the CT Paid Leave Authority, deduct the 0.5% contributions from eligible employees’ wages and remit those contributions quarterly. More information is available on CT Paid Leave’s [website](#) and will be updated in the coming months with further instructions.
- School employees whose positions **do** require certification, such as teachers at public schools, will continue to not be covered under CT Paid Leave unless their union bargains to participate in the program.