

Updates to FAQ effective April 1, 2021

What is the current status of FFCRA leave?

The FFCRA mandate expired on December 31, 2020. The District voluntarily continued to offer the Emergency Paid Sick Leave (EPSL) and Emergency FMLA (EFMLA) provisions through March 31, 2021. For the remainder of the 2020-21 school year (through May 31, 2021), the District will continue to voluntarily offer those same provisions for necessary COVID-related leave.

This means starting April 1, 2021 through May 31, 2021, EPSL will be offered for the following reasons:

1. You are subject to a COVID-19 government quarantine or isolation order.
2. You've been advised by a healthcare provider to self-quarantine because of COVID-19.
3. You're experiencing possible COVID-19 symptoms and awaiting diagnosis. This includes if you have obtained the COVID vaccine and are having side-effects.
4. You're providing care for someone who is under quarantine (scenarios 1 and 2).*
5. You're caring for a child whose school or place of care is unavailable due to COVID-19.*

Reasons 1-3 will continue to pay daily rate capped at \$511 and reasons 4-5 will pay at $\frac{2}{3}$ capped at \$200 per day. If a staff member wishes to instead use their regular leave bank to obtain 100% pay, that will be permitted.

If you are cleared to return under a Directed Health Measure, but elect to remain at home, that time will not qualify for EPSL and the staff member will need to use their existing leave bank.

What happens if I already used up my 10 days of EPSL and need to quarantine again?

If a staff member was exposed to an individual who tested positive for COVID at school, and is fully vaccinated, but not able to return under the terms of the current Directed Health Measures, then the District will allow use of paid administrative leave.

If the staff member was exposed outside of school, or declined to obtain the vaccine, then the staff member will utilize their existing leave bank.

What happens if I have side effects from receiving the COVID vaccine?

If you have side-effects, complete the HR questionnaire and select reason #3. If you need to miss more than one day after obtaining your vaccine, you will need to provide a doctor's note. If more than three days are missed, traditional FMLA paperwork will need to be submitted to HR.