

BOARD AGENDA ITEM

August 24, 2021

SUBJECT:

Revision of Administrative Rules GCC-R(2) (Professional Staff) and GDC-R(2) (Support Staff), COVID-19 Related Leave

BACKGROUND INFORMATION:

Administrative Rules GCC-R(2) (Professional Staff) and GDC-R(2) (Support Staff), COVID-19 Related Leave, approved May 5, 2020, and updated March 23, 2021, established guidelines for implementation of temporary leave requirements under the Families First Coronavirus Response Act (FFCRA). FFCRA has concluded, and on Monday, June 7, 2021, Governor Henry McMaster rescinded the State of Emergency related to COVID-19. Both CDC and SC DHEC are now focused on the promotion of vaccination as a means to slow the spread.

ADMINISTRATIVE CONSIDERATION:

The proposed revision of the Administrative Rules provides continuation of temporary leave for those who are vaccinated as an allowable incentive. These administrative rules will accompany the current leave policies. Administrative rules were used because of the temporary nature of the leave.

RECOMMENDATION:

Approve the revision of the temporary addition of Administrative Rules GCC-R(2) (Professional Staff) and GDC-R(2) (Support Staff), COVID-19 Related Leave

ATTACHMENTS:

Administrative Rule GCC-R(2) (Professional Staff), COVID-19 Related Leave
Administrative Rule GDC-R(2) (Support Staff), COVID-19 Related Leave

PREPARED BY:

Jennifer Hart

COVID-19 RELATED LEAVE (PROFESSIONAL STAFF)

Code **GCC-R(2)** Issued **03/21/08/21**

The district will provide staff members who have been fully vaccinated against the COVID-19 virus with emergency paid sick leave for specified reasons related to COVID-19. The following leave provisions will apply effective January 1, 2021 July 1, 2021 through December 31, 2021.

~~For purposes of this policy, child is defined as a staff member's own child, which includes his or her biological, adopted, or foster child; a stepchild; a legal ward; a child for whom the staff member stands in loco parentis—someone with day-to-day responsibilities to care for or financially support a child; or an adult son or daughter (i.e. one who is 18 years of age or older), who has a mental or physical disability and is incapable of self care because of that disability.~~

Emergency Paid Sick Leave

Emergency paid sick leave will be available to all eligible, fully vaccinated, full- and part-time staff for qualifying COVID-19 related reasons. Such leave will be job-protected and include the continuation of health insurance during the period of leave. In order to be eligible for such leave, the staff member will need to provide documentation confirming vaccination.

Eligibility

A staff member who is fully vaccinated is entitled to emergency paid sick leave for up to a two-week period ten (10) days if the staff member is unable to work or telework because he or she:

1. is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
3. is experiencing COVID-19 symptoms and seeking a medical diagnosis;
- ~~4. is caring for an individual subject to a federal, state, or local quarantine or isolation order related to COVID-19, or who has been advised by a health care provider to self-quarantine due to concerns related to COVID-19. An individual can be an immediate family member, a person whom regularly resides in the staff member's home, or an individual with whom the staff member has a relationship creating an expectation that the staff member would care for that person;~~
- ~~5. is caring for his or her child whose school or place of care is closed (or child provider is unavailable) due to COVID-19 precautions; or~~

(Note: While the district will require documentation from a health care provider attesting to the necessary quarantine or isolation order, the district will not require formal certification as mandated for a serious health condition under the Family Medical Leave Act (FMLA.))

~~For purposes of this policy, two-week period is interpreted as follows:~~

- ~~• Full-time staff members may receive up to eighty (80) hours of emergency paid sick leave (the equivalent of two (2) weeks).~~
- ~~• Part-time staff members may receive paid sick leave up to the number of hours equal to the number of hours they work, on average, over a two-week period.~~

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Amount of pay

~~For emergency paid sick leave taken for reasons 1, 2, or 3 above, the staff member is due 100% of their regular rate of pay capped at \$511/day or \$5,110 total.~~

~~For emergency paid sick leave taken for reasons 4 or 5 above, the staff member is due two-thirds of their regular rate of pay capped at \$200/day or \$2,000 total.~~

~~(Note: The district may allow staff members to use accrued leave to increase the daily rate of pay.)~~

~~Emergency paid sick leave will be available to staff members caring for a child whose school or place of care is closed due to COVID-19 related reasons for a period of up to two (2) workweeks. Staff members should attest that no other person is available to provide childcare. Such leave will be job-protected and include the continuation of health insurance during the period of leave.~~

Eligibility

All staff members **who are fully vaccinated**, including full-time and part-time staff, are eligible for emergency paid sick leave if they have been employed by the district for at least thirty (30) calendar days. The thirty (30) calendar days will be calculated from the date in which the employee requested the leave.

Amount of Pay

The emergency paid sick leave for up to ~~two (2) weeks~~ ten (10) days will be paid from the Elementary and Secondary Schools Emergency Relief (ESSER) II program funds.

Issued 5/12/2020, 03/23/2021, 8/24/2021

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