

**BOARD AGENDA ITEM**

**September 28, 2021**

***SUBJECT:***

Revision of Temporary 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 established guidelines for implementation of temporary leave requirements under the Families First Coronavirus Response Act (FFCRA). FFCRA concluded December 31, 2020, and paid leave was extended through June 30, 2021. Extension of paid leave from July 1, 2021 through December 31, 2021, was approved by the Board at its meeting on September 14, 2021.

***ADMINISTRATIVE CONSIDERATION:***

The proposed revisions of the Administrative Rules provide direction for the temporary paid leave as approved by the Board at its meeting on September 14, 2021. 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 **08/21/2021**

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 July 1, 2021 through December 31, 2021.

### 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 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; or*
- 3-5. *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.*

*(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.))*

#### 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 ten (10) days will be paid from the Elementary and Secondary Schools Emergency Relief (ESSER) II program funds.

Issued 5/12/20, 03/23/21, 8/24/21, 9/28/21

## COVID-19 RELATED LEAVE (SUPPORT STAFF)

Code **GDC-R(2)** Issued **08/21/2021**

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 July 1, 2021 through December 31, 2021.

### 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 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; or~~
- ~~3.5. 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.~~

*(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).)*

#### 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 ten (10) days will be paid from the Elementary and Secondary Schools Emergency Relief (ESSER) II program funds.

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