

RESOLUTION FOR ADDITIONAL LEAVE DUE TO COVID-19

WHEREAS, the President of the United States of America has declared a national emergency concerning the 2019 Novel Coronavirus Disease (COVID-19);

WHEREAS, on March 6, 2020, Governor Eric J. Holcomb issued Executive Order 20-02 declaring a state public health emergency due to COVID-19 and has extended the public health emergency through subsequent Executive Orders;

WHEREAS, the Families First Coronavirus Response Act (FFCRA) required public employers to offer paid leave to employees who are unable to work due to certain reasons related to COVID-19, but the FFCRA expired on December 31, 2020;

WHEREAS, in September 2020, the Board of School Trustees adopted a resolution on providing employees with paid leave in accordance with the FFCRA, but that resolution also expired on December 31, 2020;

WHEREAS, the Board of School Trustees desires to continue offering employees paid leave when they are unable to work due to certain reasons related to COVID-19.

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF SCHOOL TRUSTEES AS FOLLOWS:

The School Corporation shall offer paid leave to employees who are unable to work (or telework) due to certain reasons related to COVID-19.

Leave shall be provided to Corporation employees when the employee is unable to work or telework and:

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 related to COVID-19;
3. Is experiencing COVID-19 symptoms and seeking a medical diagnosis;
4. Is caring for a person described in categories (1) or (2); or
5. Is caring for his or her child if the child's school or daycare is closed or the child care provider is unavailable for reasons related to COVID-19.

All employees are eligible for this paid time off, regardless of length of employment. Full-time employees shall be entitled to up to 80 hours of paid leave for the 2020-2021 School year. Part-time employees shall be entitled to paid leave equivalent to the number of hours that the employee works on average over a two week period. The 80 hour cap (or proportionate cap for part-time employees) includes hours of leave taken in 2020 under the FFCRA and the Board of School Trustee's May 2020 resolution. Employees will not need to use their regular sick or vacation days for the leave granted by this resolution.

This resolution expires on June 30, 2021.

Effective as of January __, 2021.

President

Vice-President

Secretary

Member

Member

Member

Member