



December 6, 2021

TO: YPI Charter Schools
Board of Directors

FROM: Ruben Dueñas
Chief Operations Officer

SUBJECT: Recommendation to approve YPICS COVID-19 Supplemental Paid Sick Leave Bank

BACKGROUND

From January 1, 2021 through September 30, 2021, California employers with more than 25 employees were required to offer COVID-19 supplemental paid sick leave. Full time covered employees were entitled to up to 80 hours of COVID-19 related sick leave. Covered part-time employees with a regular weekly schedule were entitled to the number of hours the employee was normally scheduled to work over two weeks. COVID-19 supplemental paid sick leave could be used for the following reasons:

- *Caring for Yourself*- The employee is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer with jurisdiction over the workplace, has been advised by a healthcare provider to quarantine, or is experiencing COVID-19 symptoms and seeking a medical diagnosis.
- *Caring for a Family Member*- The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19, or is caring for a child whose school or place of care is closed or unavailable due to COVID-19 on the premises.
- *Vaccine-Related*- The covered employee is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms.

ANALYSIS

California’s 2021 COVID-19 Supplemental Paid Sick Leave Expired on September 30, 2021. During the 20-21 fiscal year, **17** employees were isolated as a result of testing positive for COVID-19 and **13** employees were quarantined due to close contact with someone with COVID-19. The 21-22 fiscal year is almost 50% completed, **7** employees were isolated as a result of testing positive for COVID-19 and **2** employees were quarantined due to close contact with someone with COVID-19. To date, **39** employees have or would have benefited from the supplemental paid sick leave bank. Assuming that the 21-22 data will double by the end of the year.

Fiscal Year	Isolated- Testing Positive	Quarantined- Close Contact	Total
20-21	17	13	30
21-22 (as of 12-3-21)	7	2	9
Total	24	15	39

Throughout its history, YPICS has offered premium benefits for its staff. The Pandemic has wreaked havoc on our communities. The California COVID-19 Supplemental Paid Sick Leave has protected 39 out of approximately

100 staff members from the financial turmoil caused by pandemic. Extending a modified benefit will continue to protect our staff and their families from some of the negative impacts of the pandemic.

COST ANALYSIS

Benefit Use	Total Cost	Description
100%	\$131,492	Cost if all 113 employees used the total benefit
19%	\$21,877	Cost if all 21 more employees used the total benefit

RECOMMENDATION

It is recommended that the Board of Directors approve the YPICS COVID-19 Supplemental Paid Sick Leave Bank for all employees to cover the time period of From October 1, 2021 to June 30, 2022, as outlined below.

Full time covered employees are entitled to up to **40 hours** of COVID-19 related sick leave. Covered part-time employees with a regular weekly schedule are entitled to **half the number** of hours the employee was normally scheduled to work over two weeks. COVID-19 supplemental paid sick leave can be used for the following reasons:

- *Caring for Yourself-* The employee is subject to quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer with jurisdiction over the workplace, has been advised by a healthcare provider to quarantine, or is experiencing COVID-19 symptoms and seeking a medical diagnosis.
- *Caring for a Family Member-* The covered employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or has been advised by a healthcare provider to quarantine due to COVID-19.
- *Booster Vaccine-Related-* The covered employee is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms.