



YPI CHARTER SCHOOLS

February 6, 2023

TO: YPI Charter Schools
Board of Directors

FROM: Yvette King-Berg
Executive Director

SUBJECT: Recommendation to ratify executive action on paid sick days for COVID-19 sick days and isolation

BACKGROUND

In February 2022, the Board approved action on the implementation of paid time off up to 10 days for YPICS staff in quarantine or isolation due to the COVID-19 global pandemic. At that time, the state eliminated the requirement to offer exclusion pay. Although we are currently not facing a surge of positive COVID-19 cases, it is still a prudent strategy to consider extending COVID-19 sick days and isolation. The following are details related to exclusion pay and time off.

Individuals Required to Isolate Due to COVID-19 Exposure in the Workplace

Effective January 1, 2023, employers are no longer required to offer exclusion pay to employees who are exposed to COVID-19 in the workplace in accordance with CalOSHA's COVID-19 Prevention Emergency Temporary Standards (ETS), which expired on December 31, 2022. On December 15, 2022, CalOSHA adopted Non-Emergency COVID-19 Prevention Regulations, which no longer require employers to provide exclusion pay for COVID-19 workplace exposure.

Individuals Required to Take Time Off Due to COVID-19 Related Reasons

Since January 1, 2022, YPICS has provided employees up to 80 hours of COVID-19 Supplemental Paid Sick Leave (COVID-19 SPSL) as required by California law. California's COVID-19 SPSL law expired on December 31, 2022. Effective **January 1, 2023, California law no longer requires employers to provide a separate bank of paid sick leave for COVID-19 related reasons**, including but not limited to: employee or family member tested positive for COVID-19, employee is attending an appointment to receive vaccine/booster, the employee is caring for a child whose school or place of care is closed due to COVID-19.

ANALYSIS



Although YPICS is no longer required, by law, to provide paid time off due to COVID-19 related illness or exposure other than allowing employees to use accrued and unused paid sick leave provided under existing law, doing so limits the potential exposure of COVID-19 to the YPI Charter Schools by incentivizing them to quarantine as appropriate while on paid time off.

Offering paid time off to staff members that test positive for COVID-19 or have been required to quarantine due to being a close contact with an individual in their immediate household is not an additional financial burden to YPICS as the funds have already been allocated to salaries. It is likely that there may be an additional cost for substitute teachers among credentialed teachers, however this would likely be an additional cost regardless based on the need of the employee to quarantine.

This Action item seeks to ratify and accept Executive Action to temporarily offer paid time off for staff members that test positive for COVID-19 or are a close contact to an individual in their immediate household that tests positive for COVID-19 for a total of 10 cumulative days through March 27, 2023. Individuals are required to submit proof of a positive COVID-19 test for either themselves or their immediate household to receive the paid time off. The impact of this action will be analyzed for any adverse consequences and will be brought before the board at the next meeting. This action will likely have a small financial impact but will have long lasting effects on the institutional legacy showcasing how YPICS keeps our employees safe and creates an environment for them to feel valued.

This Action item only applies to individuals that have not used 10 days or 80 hours of COVID-19 Supplemental Paid Sick Leave (COVID-19 SPSL) this year. **This policy would be applicable until the next board meeting on March 27, 2023. This policy will expire on March 27, 2023, unless extended by the Board of Directors.**

RECOMMENDATION

It is recommended that the Board ratify and accept executive action on the implementation of paid time off up to 10 days for YPICS staff in quarantine or isolation due to the COVID-19 global pandemic.

Attachment: YPICS COVID-19 Discretionary Paid Sick Leave Policy