

Temporary COVID-19 Related Employee Sick Days Policy

Background

On September 30, 2021, California discontinued paying for additional sick days related to COVID-19 for employees that missed work because they had to quarantine for testing positive to COVID-19, or were taking care of family members who tested positive for COVID-19.

Due to the onset of the omicron surge after our return on January 3, 2022, we have had a number of classified and certificated staff members who missed work for one or both of the reasons listed above.

Proposal:

The Academy of Alameda will provide 5 additional sick days to employees who either have to stay home as a result of testing positive for COVID -19 or are taking care of members of their household who tested positive. The Temporary COVID-19 Related Employee Sick Days Policy is for the period from January 3, 2022 through June 15, 2022.

Cost of Proposal:

The highest possible cost would be approximately \$28,800 if all employees paid hourly were to receive 5 additional paid sick days. This is extremely unlikely and so I estimate the cost to be from \$ 5,000 to \$7,000. Certificated employees are not paid for additional sick days although they can use them for the following year (Employees can roll over up to 5 sick days to the next school year).