

EL CAMINO REAL ALLIANCE

EXECUTIVE DIRECTOR RECOMMENDATION

BOARD MEETING DATE: January 28, 2021

AGENDA ITEM:

IV.B. Extending FFCRA Leave Benefits

BRIEF SUMMARY OF THE ISSUE:

The Families First Coronavirus Relief Act (FFCRA) provided employees with paid leave due to COVID-19, whether it was to self-quarantine, care for an individual subject to quarantine, or to care for a child whose school or child care was closed or unavailable due to COVID. The FFCRA expired at the end of 2020. However, the Consolidated Appropriations Act of 2021 (the Act) allows employers to voluntarily continue FFCRA leave rights through March 31, 2021 (for which the employer will receive tax credits).

PERSONNEL INVOLVED:

All school personnel.

FISCAL IMPLICATIONS (IF ANY):

The leave time under FFCRA is paid out as follows:

1. Up to two weeks of sick leave at the employee's regular rate of pay where the employee is unable to work because the employee is quarantined and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; *or*
2. Up to two weeks of sick leave at two-thirds the employee's regular rate of pay where the employee is unable to work because of a bona fide need to care for an individual subject to quarantine, or to care for a child whose school or child care was closed or unavailable due to COVID; and
3. Up to an additional ten weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where the employee is unable to work because of a bona fide need for leave to care for a child whose school or child care was closed or unavailable due to COVID.

Note that these leaves do not start anew starting 2021, but are rather extended from the FFCRA; so if an employee has already used 5 weeks due to category 3 above, this extension would allow the employee up to an additional 5 weeks based on the need specified.

IMPACT ON SCHOOL MISSION, VISION OR GOALS (IF ANY):

Extending FFCRA leave benefits would allow employees the time needed to care for themselves or for loved ones who are impacted due to COVID.

OPTIONS OR SOLUTIONS:

N/A.

EXECUTIVE DIRECTOR'S RECOMMENDATION:

Approve the extension of FFCRA leave benefits up through March 31, 2021. It is the appropriate thing to do to care for our employees who have been and are continuing to be affected by COVID.

PROPOSED MOTION:

Motion to approve extending FFCRA leave benefits up to March 31, 2021.