



Three Rivers Charter School

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Covid Pay Policy

TRCS-P-3.28

This policy is designed to provide TRCS staff members additional sick pay should they miss work due to Covid-19. During the Covid-19 health emergency, it is the board's intent to provide additional sick pay or sick days to employees missing work due to Covid-19.

This Policy shall be in effect from the start of the 2021-2022 school year, August 20th and is retroactive to that date.

This policy applies to any employee who is unable to work or telework for one of the following reasons:

- The employee is subject to a quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the California Department of Public Health, the U.S. Centers for Disease Control and Prevention, or a local health officer who has jurisdiction over the workplace.
- A health care provider has advised the employee or provider to self quarantine because of COVID-19–related concerns.
- The employee is attending an appointment to receive a COVID-19 vaccine.
- The employee is experiencing symptoms related to a COVID-19 vaccine that prevent the employee from being able to work or telework.
- The employee or provider is experiencing COVID-19 symptoms and is seeking a medical diagnosis.

- The employee is caring for a family member who is subject to an order or guidelines described in qualifying reasons above. Family members include the employee’s spouse, registered domestic partner, parent (including parents-in-law), child (regardless of age or dependency), grandparent, grandchild, and sibling.
- The employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

Salaried employees shall receive up to 10 additional sick days per year should they miss work for the qualifying reasons in this policy.

Hourly employees shall receive up to 10 days sick pay at their regularly hourly rate based on average hours worked in a regular week.

Approved: _____

Amended: _____