

**THE REPUBLIC R-III SCHOOL DISTRICT BOARD OF EDUCATION RESOLUTION
REGARDING COVID-19 LEAVE**

WHEREAS, the Governor of Missouri has issued Executive Order 20-02 and subsequent orders declaring a state of emergency pursuant to §§ 44.100 et seq. relating to the COVID-19 pandemic; and

WHEREAS, the federal Families First Coronavirus Response Act (FFCRA) mandated additional paid leave for COVID-19-related reasons, including the Emergency Paid Sick Leave (EPSL) and Emergency Family and Medical Leave Expansion Act (EFMLEA) leave, but that leave expired December 31, 2020; and

WHEREAS, the Centers for Disease Control (CDC) recommends that employers review leave policies to encourage employees who may be ill to remain at home.

NOW, THEREFORE, BE IT RESOLVED:

1. The Board will provide COVID-19 Leave to District employees at their full rate of pay for the 2021-2022 school year. Full-time District employees are entitled up to 80 hours of COVID-19 Leave. Part-time employees are entitled up to the equivalent of two weeks' worth of hours they regularly work. This is a pro-rata amount of the 80 hours provided to full-time employees. This leave will be designated as "COVID-19 Leave" for the District's purposes.
2. Additional Procedures: The Board delegates to the Superintendent the responsibility for creating appropriate administrative procedures to assist employees in using COVID-19 Leave and to protect the District. The Superintendent or designee is directed to collect data on the use of COVID-19 Leave, as well as the cost associated with this leave and to seek reimbursement from appropriate local, state, or federal funds, if available.
3. Amendment or Termination: The Board reserves the right to amend or terminate COVID-19 Leave or any part of this resolution at any time. The administrative staff will provide regular information to the Board regarding the use of COVID-19 Leave. The Board may reconsider or terminate COVID-19 Leave if the state or federal government requires employers to provide additional paid or unpaid leave to employees, or the state requires districts to extend additional leave to employees.

ADOPTED THIS THE 19TH DAY OF AUGUST, 2021

ATTEST:

BOARD PRESIDENT

SECRETARY OF THE BOARD OF
EDUCATION

REPUBLIC R-III SCHOOL DISTRICT COVID-19 LEAVE PROCEDURES

The federal Families First Coronavirus Response Act (FFCRA) mandated additional paid leave for COVID-19 related reasons, including the Emergency Paid Sick Leave (EPSL) and leave under the Emergency Family and Medical Leave Expansion Act (EFMLEA), but that leave expired December 31, 2020. The Centers for Disease Control (CDC) recommends that employers review leave policies to encourage employees who may be ill to remain at home. As a result, the Board of Education approved a resolution creating COVID-19 Leave in the District and delegated to the Superintendent or designee the responsibility for creating appropriate administrative procedures to assist employees in using this COVID-19 Leave. The terms and conditions for such leave is as follows:

1. The Board will provide COVID-19 Leave to District employees at their full rate of pay for the 2021-2022 school year. This leave will be designated as “COVID-19 Leave” for the District’s purposes.
2. Full-time District employees are entitled up to 80 hours of COVID-19 Leave. Part-time employees are entitled up to the equivalent of two weeks’ worth of hours they regularly work. This is a pro-rata amount of the 80 hours provided to full-time employees.
3. District employees may utilize COVID-19 Leave because the employee:
 - a. has tested positive for COVID-19;
 - b. is quarantined by a health care provider or a local health department;
 - c. is experiencing COVID-19 symptoms and is seeking a diagnosis;
 - d. is caring for an immediate family member who is quarantined on the advice of a health care provider or a local health department; or
 - e. is caring for an immediate family member who has tested positive for COVID-19.
4. Documentation Requirements
 - a. If an employee is utilizing COVID-19 Leave based on 3(b) or 3(d) above, the employee must provide a note from the health care provider or a local health department who issued the quarantine. Further, COVID-19 leave will not be available on days 8, 9, and 10 of the required quarantine period for quarantined employees or employees caring for quarantined immediate family members where the quarantined employee or immediate family member refuses to be tested for COVID-19. Rather, these employees will be obligated to utilize sick/personal leave for the final three days of their or their immediate family member’s mandatory quarantine period.
 - b. If an employee is utilizing COVID-19 Leave based on 3(a) or 3(e) above, the employee must provide a note from the testing entity or a health care provider stating the employee or their immediate family member tested positive for COVID-19.
5. This COVID-19 Leave will be available for District employees’ use as long as the state or federal government does not otherwise require employers or districts to provide additional leave to employees.
6. The District may require an employee who uses COVID-19 Leave to communicate periodically with the District regarding his or her ability to return to work or telework.
7. Employees will not be compensated for unused COVID-19 Leave.