Employees requesting COVID-19 Emergency Paid Sick Leave for the reasons described below, must complete a request form (available by emailing HRFFCRA@springfieldpublicschools.com) and provide the requested documentation.

Springfield Public Schools COVID-19 Emergency Paid Sick Leave

(Effective August 16, 2021 to June 30, 2022)

In order to continue to address the public health emergency caused by COVID-19, Springfield Public Schools ("SPS") will provide vaccinated employees or those who have received an approved medical exemption with up to ten (10) consecutive work days per occurrence of emergency paid sick leave to address specific COVID-19 issues described below ("COVID-19 Emergency Paid Sick Leave") and unvaccinated employees with up to five (5) consecutive work days of COVID-19 Emergency Paid Sick Leave.

This policy may be subject to change at the discretion of the Springfield School Committee or if federal or state laws are enacted providing for emergency paid leave to address leave for reasons related to COVID-19.

COVID-19 Emergency Paid Sick Leave

COVID-19 Emergency Paid Sick Leave is available to SPS employees at their regular rate of pay, when the employee is unable to work or telework (remote)[i] because:

a. the SPS employee has tested positive for COVID-19;
b. the SPS employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis (COVID-19 testing);
c. the SPS employee is recovering from a COVID-19 immunization;
d. the SPS employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19; or
e. the SPS employee is subject to a federal, state, or local quarantine or isolation order to self-quarantine due to concerns related to COVID-19.

The COVID-19 Emergency Paid Sick Leave is not available to SPS employees who are subject to quarantine as a result of the employee's travel for personal reasons outside of the United States or if unvaccinated outside of the Commonwealth of Massachusetts.

Employees requesting COVID-19 Emergency Paid Sick Leave for the reasons described above, must complete a request form, and provide the requested information.

If a vaccinated employee exhausts the ten (10) consecutive work days per occurrence of COVID-19 Emergency Paid Sick Leave or if an unvaccinated employee exhausts five (5) consecutive work days of COVID-19 Emergency Paid Sick Leave, a SPS employee will be eligible to utilize any accrued paid sick time, incentive time, or vacation, if needed.

Approved, September _30__, 2021

[i] Based on the nature of the position, an asymptomatic SPS employee who is subject to a federal, state or local quarantine order due to concerns related to COVID-19 may be required to work remotely.