

ACTION ITEM- PANDEMIC LEAVE

I recommend that the district NOT extend the resolution from the Families First Coronavirus Response. This expired on Dec 31, 2020 and has not been extended by the federal government. If the federal government makes a change to that then we would extend it but not until they do that.

This is based off of information from what other schools are doing and advice from different legal counsels. I am not recommending we continue with the FFCRA leave as it was spelled out due to precedent setting concerns between Private and Public legal standards.

Instead I would recommend that the board allow the Superintendent to determine the use of Emergency Leave for those staff members who have not previously used the allowable additional 80 hours of COVID leave. If a staff member has previously used the 80 hours of COVID leave, the staff member would then be eligible to use their Sick Leave, if they run out of sick leave, they could exhaust their personal leave, they could then use emergency leave for remaining time. All leave must be substantiated by Kossuth County Public Health when using this additional COVID leave.

The purpose for recommending the Board allow this plan is to keep those who are sick with COVID or COVID-like symptoms out of the buildings, while understanding that COVID related illness and/or quarantine requires more time for isolation and/or quarantining than normal illness.

If a staff member is able to teach from home, they would then save any leave and be paid as if they were teaching in the classroom, as we have up until now. This was not part of the FFCRA, but rather locally determined for what is best for our students during this time.

This would be in effect until June 30, 2021 at which time the Pandemic Resolution expires.

STAFF ATTENTION:

At the board meeting last night (January 20, 2021) the Lu Verne Board agreed to continue the Emergency Leave for COVID that was in place until Dec 31, 2020 based off of the CARES law passed last spring. Here is how it specifically reads:

The board has allowed the Superintendent to determine the use of Emergency Leave for those staff members who have not previously used the allowable additional 80 hours of COVID leave. If a staff member has previously used the 80 hours of COVID leave, the staff member would then be eligible to use their Sick Leave, if they run out of sick leave, they could exhaust their personal leave, they could then use emergency leave for remaining time. All leave for COVID must be substantiated by the Kossuth County Public Health when using this additional COVID leave. This will be in effect until March 31, 2021.

So- this means you still have 10 days of COVID leave to use for yourself or immediate family that won't count towards your yearly total of sick leave. IF you can teach during the time you are gone (talk to me about it if you are in this situation) then you won't have to use COVID leave or sick leave EVEN if we have to have a sub in your room (we will use some of the ESSER/CARES funding we have received to cover the costs of the subs).

You may ask why until March 31, 2021. This was done because the federal pandemic declaration ends at that time (guessing it will be extended and then we will do it as well). Also with how things and laws change so fast on this will give us a chance to look at it again to make sure we are following the laws and new rules that could be in place.

If you see our board members please thank them for this. Not every district is doing it but our board was all for it.