

A red speech bubble graphic with a white outline, pointing downwards. The text is centered within the bubble. The background features faint, concentric circles and dashed lines.

Emergency Paid Sick Leave Act (EPSLA)

This act provides 2 weeks of paid sick leave for the following reasons

- 1. Employee is subject to quarantine for COVID-19 (full pay)
- 2. Employee is advised to self-quarantine due to concerns related to COVID-19. This would include a doctor's note advising self-quarantine due to an individual's potential high risk factors (full pay)

3. Employee has symptoms related to COVID-19 and is seeking a diagnosis. (full pay)

4. Employee is caring for an individual subject to quarantine or advised to quarantine (2/3 pay)

5. Employee is caring for a child (son or daughter) if their school or place of care is closed due to COVID-19 precautions. (2/3 pay)

6. Employee is experiencing any other similar condition as defined by Health and Human Services or the Department of Labor. (2/3 pay)

Full-time employees are entitled up to 80 hours and part-time employees are entitled to pay for the typical hours they work in a two week period. Pay shall not exceed \$511/day and \$5110 in total for employee leave. Caring for others, pay shall not exceed \$200 day and \$2000 in total.

The Family First Coronavirus Response Act has several provisions governing documentation to support the need for leave under the EPSLA. Employers may deny the paid leave request of any employee who fails or refuses to provide the required documentation.

You may contact the District Office for this form

This EPSLA time is in addition to any other paid time off that is already offered. Employees DO NOT need to exhaust or use other employer-paid leave before taking EPSLA time.

If you are needing extended time, there is an expansion of the current federal Family and Medical Leave Act. Please contact the District Office for more information if needed.

FORMS AND QUESTIONS

- Please contact Becky Goodrich for the forms you need to complete for access to the Emergency Paid Sick time.
- Please contact Becky Goodrich or Audra Brooks with any questions you may have regarding COVID-19 time off.