

The Families First Corona Relief Act (FFCRA) expired on 12/31/2020. The pandemic relief package signed by the President on December 27, 2020 does not require or mandate an extension to the FFCRA. Sanford School Department (SSD) would like to provide certain paid sick leave benefits voluntarily during COVID-19. As a result, SSD offers the following benefits subject to qualifying reasons and coverage periods outlined herein:

Up to two weeks (80 hours or a part-time employee's two-week equivalent) of paid sick leave based on their regular rate of pay paid at:

- 100 % for qualifying reasons A, B and C below, up to \$551 daily and \$5,110 total; and
- 2/3 for qualifying reasons D & E below, up to \$200 daily and \$2,000 total.

These benefits do not apply to an employee who has previously accessed similar equivalent benefits under FFCRA.

Qualifying Reasons

An employee shall be able to take leave related to COVID-19 if the employee is unable to work due to one of the following reasons. Please note that a quarantine due to travel, including travel to a non-exempt state, is not a qualifying reason.

- A. Employee is subject to a Federal, State or local quarantine or isolation order related to COVID-19
- B. Employee has been advised by a health care provider to self-quarantine related to COVID-19
- C. Employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis
- D. Employee is caring for an individual subject to an order described in (A) or self-quarantine as described in (B)
- E. Employee is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services

Coverage Period

Sanford School Department will provide these benefits from January 1, 2021 on a month-to-month basis. The next monthly review will take place on March 15, 2021 at that evening's School Committee meeting.

Questions

If you have any questions regarding these benefits please contact Donna Michaud in Human Resources, dmichaud@sanford.org or (207) 608 8705.