

Good afternoon, all

Thank you for all the thoughtful emails and messages sharing your concerns and best hopes as we make our plans to return to school. You have all shared valid concerns for yourselves, your fellow staff members, your students and families. I have addressed Families First Coronavirus Response Act (FFCRA) leave, child care and professional development questions in this response.

### **Child Care**

We have a question regarding your need for child care if we move to a hybrid or remote learning model. Would you be interested in child care for your dependent children aged 3 through 12-years-old? Please email me directly with these needs or questions. We are working on what this would look like based on the needs of staff and ability of the District.

### **Families First Coronavirus Response Act (FFCRA)**

FFCRA requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

Here are the guidelines from United States Department of Labor regarding qualifying reasons for work absences due to COVID-19:

<ol style="list-style-type: none"><li>1. <b>is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;</b></li><li>2. <b>has been advised by a health care provider to self-quarantine related to COVID-19;</b></li><li>3. <b>is experiencing COVID-19 symptoms and is seeking a medical diagnosis;</b></li><li>4. <b>is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);</b></li></ol>	<ol style="list-style-type: none"><li>5. <b>is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or</b></li><li>6. <b>is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.</b></li></ol>
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The FFCRA is effective on April 1, 2020, and applies to leave taken between April 1, 2020, and December 31, 2020.

### Emergency Paid Sick Leave (EPSL) under FFCRA

*How much emergency paid sick leave am I entitled to use?*

Full-time employees are eligible to use up to 80 hours of EPSL. Part-time employees will be provided a number of EPSL hours equal to the number of hours that the employee works, on average, over a two-week period.

*Are there any eligibility requirements?*

No, there is no requirement for you to have been employed for a certain amount of time or worked a certain amount of hours before being able to take EPSL.

*How much will I be paid when I take emergency paid sick leave?*

Employees who use EPSL for a reason described (1), (2), or (3) in the table above will receive their regular hourly rate/salary up to a maximum of \$511 per day and \$5,110 total. This means, if an employee makes \$25/hour and works 8 hours/day, the employee will receive \$200/day. If an employee makes \$600/day, they will receive \$511.

Employees who use EPSL for a use described in (4), (5), or (6) above will be paid 2/3 of their regular hourly rate/salary up to a maximum of \$200 per day and \$2,000 total.

In the case of these circumstances, we would continue to pay you at your daily/hourly rate and not charge you annual leave days. We would request you provide updates to your situation, including any test positives so we can track potential exposures.

<https://www.mssd14.org/cms/One.aspx?portalId=57448&pageId=28326166>

## **CDLE & READ Act Requirements for Licensure**

Licensed Staff, please refer to the attachment for options for CDLE Credits and a District covered READ Act assessment option. Please contact The Colorado Department of Education's License Department with any questions regarding your license requirements.

[http://www.cde.state.co.us/FedPrograms/tii/a\\_hqt.asp](http://www.cde.state.co.us/FedPrograms/tii/a_hqt.asp)