

# Wonderview School District Certified PPC Meeting Agenda

Meeting Date: December 18, 2020

Start time: 9:30 am

Location: Cafeteria

Members: Kendall Tabor, Sharon Purtle, Dorrie McCosh, Rebecca Lawson, Erica Tindall

Members Absent: Amy Jones, Jason Reynolds

Guests in Attendance: Jamie Stacks and Classified PPC Members

## New Business:

### 1. COVID Leave Policy Presented by Jamie Stacks

- a. Discussion: a new COVID Leave policy is needed in place of the policy that expires December 31st. The presented policy will replace the current policy for the rest of the 2020-2021 school year. See attachment below.
- b. The proposed policy will be secondary if the current policy is renewed by the state of Arkansas in January.

### c. Motions Made:

#### i. **Made by            2nd by**

1. **None needed through the Emergency Declaration by the State Governor prior to meeting.**

Old Business: NONE

Next Scheduled Meeting: as needed it will be called.

End of meeting at 10:00 AM

Attachment 1:

WSD Coronavirus Leave Policy (WCLP)

Effective for Wonderview School District January 4, 2021

Expires June 30, 2021

Eligible Certified and Classified Contracted Employees:

Must have been employed at least 30 days

Is unable to work remotely AND:

- Is subject to a government self-quarantine order
  - up to ten (10) days of regular pay based on employee's daily rate of pay
- Has COVID-19 symptoms and is actively seeking treatment/being tested
  - up to ten (10) days of regular pay based on employee's daily rate of pay
- Is caring for a family member described in items 1 and 2 above
  - up to ten (10) days of 1/2 regular pay based on employee's daily rate of pay. A 1/2 sick day may be used concurrently.
- Is caring for a child whose school or daycare is closed for COVID-19 reasons
  - up to ten (10) days of 1/2 regular pay based on employee's daily rate of pay. A 1/2 sick day may be used concurrently.

Is unable to perform job duties remotely

- The employer is not required to provide telework as an accommodation to any employee, but the employer needs to ask why telework is requested and request supporting medical documents.
- If telework is provided for one employee, the employer must provide the same to all employees in a similar situation who medically need it.

These are cumulative days while the policy is effective not per incident.

Being afraid to come back is not a legitimate reason for being absent.

WCLP runs concurrently with FMLA and with employee accumulated sick leave days.

EX: Pauline, secretary at School Rocks Middle School, has a family member that has COVID-19 symptoms and is actively seeking treatment. After Pauline provides documentation that she needs to care for a family member, she requests to be gone for three weeks. Pauline has 5 sick leave days accumulated. Her first 10 days of absence will be paid at 1/2 her daily rate of pay for up to 10 days. Days 11-15 will not be paid leave. Fifteen days will be accrued in regard to FMLA, if Pauline has worked 1250 hours in the prior year.