

FAQs About Leaves and Teaching Arrangements

Question: *I have heard that the Federal FFCRA leave program ended December 31, 2020. Is that true?*

Answer: That is correct. There is no longer supplemental leave offered as part of the CARES Act.

Question: *What happens to employees now that the FFCRA has ended? Will employees have to use sick leave right away when they are out for a COVID related reason?*

Answer: MPCSD is committed to the safety of our employees. The District has repeatedly made clear that employees that are sick or employees that have members of their families sick should stay home and follow the instructions given to them by the District Nurse Lianne Jemelian. The District is pleased to announce that it has created a plan called the Health Protection Coronavirus Protection Program (HPCPP). This program, which is very similar to the expired FFCRA, creates a bank of 10 leave days for all full time employees and pro rates the time for its part time employees which may be used to cover a COVID related absence. This program went into effect on January 4, 2021.

Question: *Will this new leave under HPCPP be added to my existing sick leave balance?*

Answer: No. This leave can only be accessed for a COVID related absence. It will expire at the end of this school year.

Question: *What if I traveled and now I need to isolate for 14 days upon my return. Can I use HPCPP leave for this?*

Answer: No. Travel related isolation is not eligible for this leave. Employees who travel will need to use their regular sick leave.

Question: *I have to quarantine because of COVID? Can I teach my students remotely, or do I need to use leave?*

Answer: This is another new program from the District. If an employee is required to stay at home either in isolation or quarantine due to a COVID related reason and the employee is not symptomatic and wishes to teach remotely, they should speak to their principal and see what can be arranged. The District will pay for the cost of a substitute teacher to supervise the children in the classroom while the teacher provides remote instruction. Please note that the teacher will be required to be on Skype or some other remote system for the entire duration of the instructional day. Non teaching staff should consult with their supervisor and see if alternative arrangements can be made. This program went into effect on January 4, 2021.

Question: *If I exhaust my HPCPP leave and need to be out for COVID- related reasons, do I use sick leave?*

Answer: Yes, at that point, the District will begin to deduct your sick leave. If you run out of sick leave and are out due to COVID related reasons, the District will continue to pay the employee full pay per the MPEA and CSEA MOUs for the 2020-21 school year.