

Local Policy Providing Paid COVID-19 Leave

The Wetzel County Board of Education recognizes that the Families First Coronavirus Response Act (FFCRA) expired on December 31, 2020. The FFCRA provided for, among other things, emergency paid sick leave and emergency FMLA expansion for COVID-19 impacted employees.

The Board recognizes that an employee's statutory personal and/or sick leave earned is very valuable to each employee.

The West Virginia Department of Education has informed the Board that it may, if it so desires, offer local COVID-19 leave to employees from local funds.

As such, the Board hereby adopts a local policy providing for 10 paid days of COVID-19 leave under certain circumstances, whereby a regular employee is not required to use their accrued earned days, as follows:

1. Any regular employee of the Board who is subject to a quarantine by a health care provider for COVID-19 concerns due to school-related contact, and is unable to work (or telework).

Or,

2. Any regular employee of the Board who is seeking a medical diagnosis out of concern for COVID-19, and is unable to work (or telework).

Or,

3. Any regular employee of the Board who is seeking to be tested for COVID-19, and is unable to work, or (telework).

Or,

4. Any regular employee of the Board who tests positive for COVID-19, and is unable to work (or telework).

Any employee desiring to avail themselves of the COVID-19 paid leave must provide official documentation that the employee is subject to a quarantine or seeking a medical diagnosis.

These COVID-19 days can be taken intermittently (although it would be expected these days would be consecutive in a quarantine scenario).

This policy, approved at the September 13th, 2021 board meeting, is in effect from August 23rd, 2021, through December 31st, 2021. The Board does reserve the right to abolish the policy prior to December 31, 2021, if for example, but not limited to, federal legislation that may afford similar relief to our employees.