

Bigfork School District

COVID-19 Emergency Leave Measures

1910

Personnel Use of Leave

The School District has adopted the protocols outlined in this policy to govern during the term of the declared public health emergency to inform School District staff about leave options. The supervising teacher, principal, superintendent or designated personnel are authorized to implement this policy.

District Leave

School District staff may utilize accumulated leave granted in accordance with Montana law, District policy, or Collective Bargaining Agreement.

Federal Law Controls Federal Leave Provisions

The Board of Trustees has adopted this policy on the referenced date based on the law and available federal and state guidance as of the date of such adoption. Federal and state guidance can change following adoption of this policy. To the extent that any subsequently adopted guidance or federal regulation or other controlling interpretation of the law results in a conflict between such guidance, regulation or controlling interpretation and this policy, the provisions of the guidance, regulation or controlling interpretation controls to the extent of any such conflict. The School District shall take reasonable steps to ensure that staff are notified of any change in guidance or federal regulation or other controlling interpretation of the law that creates a conflict with any provision of this policy of forms.

In the absence of Families First Coronavirus Relief Act (FFCRA) that expired on December 31, 2020, Bigfork Public Schools is providing Emergency Paid COVID Leave effective retroactively from January 1 through June 30, 2021, to govern during the term of the declared public health emergency related to COVID-19.

Employees must be employed with the District for at least 30 calendar days to be eligible for District Sponsored Emergency COVID Leave. All COVID Leave is calculated on a prorated basis based on FTE. Proper documentation must be provided to determine eligibility.

Accommodations will be made on a case-by-case basis for individuals with disabilities under the Americans with Disabilities Act, (ADA).

District Sponsored Intermittent Emergency Paid COVID Leave

Employees who are unable to work remotely may be eligible for Emergency Paid COVID Leave. The employee will receive their regular rate of pay when required to intermittently quarantine/isolate due to close contact and/or a positive COVID test. Employees will not be required to access their individual leave banks to cover-intermittent quarantines (up to seven days per quarantine or 10 days per isolation).

District Sponsored Continuation of Emergency Paid COVID Leave to Care for a Family Member

The District will provide a one-time benefit of up to two weeks of paid COVID leave capped at 80 hours paid at two thirds the employee's regular rate of pay if the employee is unable to work because of a bona fide need to care for a family member (as defined under FMLA) subject to intermittent quarantine in accordance with a Federal, State, or local government order or to care for a child under 14 years of age whose school or childcare provider is closed due to COVID-19 related reasons.