

MEMORANDUM

To: All Staff
From: Andrew Giaquinto
Date: January 6, 2021
Re: Available Leave in 2021

As you may know, the Federal paid leave provisions for qualifying COVID-19 related absences have recently expired. More specifically, the Emergency Paid Sick Leave Act (EPSLA) and the Emergency Family and Medical Leave Expansion Act (EFMLEA), both of which are under the umbrella of the Families First Coronavirus Response Act (FFCRA), expired as of December 31, 2020 and are no longer available for use by employees.

With the expiration of the FFCRA, I write to inform you of New York State Quarantine leave that remains available to you. District employees continue to be eligible for the New York State Quarantine leave, which provides District employees fourteen (14) calendar days (typically up to ten work days for a full-time employee) of paid leave where the *employee* is placed under a mandatory or precautionary order of quarantine or isolation issued by the state of New York, the Department of Health, local board of health, or any government entity duly authorized to issue such order due to COVID-19. However, this paid leave is not available to an employee that is able to work remotely, as determined by the Superintendent of Schools.

It is important to also understand that a travel-related quarantine *does not qualify* you for two-weeks of paid leave under the New York State Quarantine Leave, as outlined above. The New York State Travel Advisory (Travel Advisory) discourages travel outside of the State, but especially to any non-contiguous state. The Travel Advisory requires any person travelling into New York from a state that is not contiguous with New York (i.e., a state other than New Jersey, Connecticut, Vermont, Massachusetts, and Pennsylvania) to quarantine for ten (10) days following the out-of-state travel. However, an employee may “test

out” of the 10 day quarantine by obtaining a COVID-19 diagnostic test three days before arriving in New York, quarantining for three days upon arriving in New York, and receiving a second COVID-19 diagnostic test on the 4th day of quarantine. If both tests show negative results, the traveler may come out of quarantine. However, if the traveler neglects to get either or both tests, they must observe the full 10-day quarantine. Again, any period of quarantine related to travel, whether it be three days or 10 days, does not entitle you to paid leave under the law.

Along with the foregoing COVID-19 related leave you have available, you may continue to use your contractual leave as appropriate. For instance, you may use personal leave for childcare reasons, or sick leave for any personal illness.

Should you have any questions about the foregoing information, please do not hesitate to contact Human Resources.