

COVID-19 QUARANTINED PERSONNEL POLICY

The Blue Oak Charter Council understands the need for staff to quarantine due to potential COVID 19 exposure during the pandemic. The Charter Council is committed to supporting staff during this time of crisis.

Blue Oak employees are not required to use sick leave for the purposes of testing for Covid-19 and any quarantine related to testing. Instead employees will be paid per their regular rate and hours during the period of time in which they are isolated. This includes the time spent in isolation that is required while waiting for results of Covid-19 test. Employees not experiencing symptoms will be permitted to work from home during the isolation period while waiting for Covid-19 test results.

- If Covid-19 results are negative employees will be permitted to return to work in their usual capacity.
- If Covid-19 results are positive employees will continue to quarantine according to present Public Health and CDC guidelines. Regular use of sick time will resume upon report of verified Covid-19 results.
- For extended illness employees may apply for Covid-19 pay through Families First Coronavirus Response Act (FFCRA). The sick leave program and extended leave program are available to qualified workers affected by Covid-19.

Qualifying reasons for leave related to Covid-19

Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid extended family and medical leave for qualifying reason #5 in Table 1.

Part-time employees are eligible for leave based on the number of hours an employee is normally scheduled to work on average over the previous 10-week period.

Table 1

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| <ol style="list-style-type: none">1.) Employee is subject to Federal, State, or local quarantine or isolation order related to Covid-19;2.) Employee has been advised by a health care provider to self-quarantine related to Covid-19;3.) Employee is experiencing Covid-19 symptoms and is seeking a medical diagnosis;4.) Employee is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); |
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- 5.) Employee is caring for his or her child whose school or place of care is closed (or childcare provider is unavailable) due to Covid-19 related reasons; or
- 6.) Employee is experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services.