

NORTH ATTLEBOROUGH PUBLIC SCHOOLS POLICY
on
Massachusetts Emergency Paid Sick Leave for COVID-19

North Attleborough Public School (“School”) employees are entitled to leave benefits under Chapter 16 of the Acts of 2021, “An Act Providing for Massachusetts COVID-19 Emergency Paid Sick Leave.” This Policy describes the benefits to which eligible employees are entitled and explains how eligible employees may obtain these benefits.

Emergency Paid Sick Leave

Benefits

A. Purposes for Paid Sick Leave

Employees who are unable to work or telework/remote work because of any of the following qualifying purposes during the effective dates (May 28, 2021, through September 30, 2021) may be entitled to sick leave benefits.

- Purpose 1. The employee needs to:
- a. Self-isolate and care for themselves because they have been diagnosed with COVID-19;
 - b. Get a medical diagnosis, care or treatment for COVID-19 symptoms; or
 - c. Get or recover from a COVID-19 immunization.
- Purpose 2. The employee needs to care for a family member¹ who:
- a. Must self-isolate due to a COVID-19 diagnosis; or
 - b. Needs a medical diagnosis, care or treatment for COVID-19 symptoms.
- Purpose 3. The employee is subject to a quarantine order or similar determination regarding the employee by a local, state, or federal public official, a health authority having jurisdiction, or a health care provider.

¹ A “family member” is defined as a spouse, domestic partner, child, parent or parent of a spouse or domestic partner of the employee, a person who stood in loco parentis to the employee when such employee was a minor child or a grandchild, grandparent or sibling of the employee.

Purpose 4. The employee needs to care for a family member subject to a quarantine order or similar determination regarding the employee by a local, state, or federal public official, a health authority having jurisdiction, or a health care provider.

Purpose 5. The employee is unable to telework due to COVID-19 symptoms.

B. Emergency Paid Sick Leave Pay

Employees that regularly work forty (40) or more hours per week are entitled to up to forty (40) hours of paid sick time.

Employees that regularly work less than forty (40) hours per week will receive leave time in an amount equal to the average number of hours that the employee works per week.

Employees whose schedule and weekly hours vary from week to week will receive leave time in an amount equal to the average number of hours that the employee was scheduled to per week over the previous six (6) months. If such an employee has not worked for the School Department for at least six (6) months, the employee will receive leave time in an amount equal to the number of hours per week that the employee reasonable expected to work when hired.

No employee shall receive more than eight hundred and fifty (\$850) dollars in total emergency paid sick leave pay. An employee that, based on their normal rate of pay, would receive greater than eight hundred and fifty (\$850) dollars for forty (40) hours of week may use other accrued leave to make up the difference in pay.

C. Health Benefits

An employee's health insurance coverage remains in effect during the period of leave under Emergency Paid Sick Leave. An employee remains responsible for paying the employee's share of the premiums for such insurance during the period of leave.

Requests for Leave

Eligible employees requesting leave under the Massachusetts Emergency Paid Sick Leave Act must complete and submit an Emergency Paid Sick Leave Request Form, attached with this notice, or found on the Human Resources website at <https://www.naschools.net/Page/10253>

Duration

Beginning on May 28, 2021, and, unless extended by law, the Massachusetts Emergency Paid Sick Leave benefits expire on September 30, 2021.