



I am unable or feel uncomfortable returning to school because...

QUARANTINED or SYMPTOMATIC

I am subject to a federal, state or local quarantine or isolation order related to COVID-19,

OR

I have been advised by a health care provider to self-quarantine related to COVID-19,

OR

I am experiencing COVID-19 symptoms and am seeking a medical diagnosis.

You are entitled to up to **two weeks of paid sick leave** for up to \$511.00 per day and \$5,110.00 total in the two-week period.

The school board may not deduct accumulated sick leave days during this time.

CARING FOR SOMEONE IN QUARANTINE

I am caring for someone who is subject to a federal, state, or local quarantine or isolation order,

OR

I am caring for someone who has self-quarantined,

OR

I am experiencing a condition specified by the Secretary of Health and Human Services as substantially similar.

You are entitled to up to **two weeks of paid leave at two-thirds of your regular rate of pay** for up to \$200.00 daily and \$2,000 total.

SOURCE: THE CARES ACT

MY CHILD'S SCHOOL IS CLOSED FOR COVID

I am caring for a child whose school or place of care is closed (or whose childcare provider is unavailable) due to COVID-19.

You may be entitled to up to **12 weeks of paid leave** and extended family and medical leave at two-thirds of your regular rate of pay for up to \$200.00 daily and \$12,000 total.

I AM AT INCREASED RISK

I have a medically substantiated underlying health condition that puts me at a greater risk for infection, serious illness, or death, if I contract COVID-19.

You may be entitled to work from home as a **reasonable accommodation under the ADA**.

You must complete school board forms. Medical documentation may be required.

You may also be entitled to use accumulated sick leave days, go on extended sick leave, sabbatical leave, or 12-week unpaid Family Medical Leave (FMLA), or one or two semesters leave without pay.

INCREASED RISK IN HOUSEHOLD

Someone in my household has a health condition that puts them at a greater risk for infection or serious illness.

While there is no clear legal right to work from home in these cases, **you may apply for a virtual teaching position**.

You may also be entitled to use accumulated sick leave, days, go on extended sick leave, or 12-week unpaid Family and Medical Leave Act (FMLA), or one or two semesters leave without pay.

COMMUNITY SPREAD

The number of positive COVID-19 cases in my community is too high, but my school district or building is still going forward with in-person or hybrid instruction.

The Federation has devised a strategy to address this. Please **work closely with us** and follow our guidance.

Document in writing the date, time, and location of violation. **Notify Federation** building representative or send an email to the Federation.

SCHOOL DISOBEYING SAFETY POLICIES

School is not requiring or enforcing face covering requirements.

OR

School is not requiring or enforcing social distancing requirements.

OR

Insufficient supply of hand sanitizer for students to clean their hands.

OR

Students are not being required to wash their hands as required by policy.

OR

Student temperatures are not being taken upon arrival at school.

OR

High-touch surfaces such as door handles, light switches, and student desks are not being cleaned as required by policy.

OR

Inadequate cleaning supplies.

OR

Other deficiencies in school board governing and policy.