**Madison County School Board**

July 2020

**Illness Protocol during this pandemic:**

If you are sick and not sure what it is…….

* Stay home and seek medical advice
	+ **Input your Sick Leave into Skyward**
	+ Visit your physician or
	+ Contact the health department
	+ If diagnosis is other than COVID-19 or COVID-19 contact, you may return to work.

***\*\*\*\* From this point we may need documentation***

**COVID-19 positive**

You will need 2 negative tests (taken in Florida) before you may return to work.

**COVID-19 contact**

You may be asked to self-isolate for 14 days. Your Health provider should give you a note.

If you been isolated by the health department, you will receive an isolation letter (Ask for the letter if you do not receive one).  You will also receive a letter removing you from isolation as well.  These letters should be shared with your employers if needed for verification of isolation status.  *As for determining whether the individual had the virus, it is up to the employee if they choose to share protected health information with their supervisor.*

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. The Department of Labor’s (Department) Wage and Hour Division (WHD) administers and enforces the new law’s paid leave requirements. These provisions will apply from the effective date through December 31, 2020.

Generally, the Act provides that employees of covered employers are eligible for:

* *Two weeks (up to 80 hours) of****paid sick leave****at the employee’s regular*rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
* *Two weeks (up to 80 hours) of****paid sick leave****at two-thirds the employee’s regular rate of pay* because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor; and
* *Up to an additional 10 weeks of****paid expanded family and medical leave****at two-thirds the employee’s regular rate of pay*where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.