



Memorandum

To: All Elgin ISD Staff
From: Al A. Rodriguez, Assistant Superintendent
Date: 12/16/-2020
Re: FFCRA Ending

The Families First Coronavirus Response Act: Employee Paid Leave expires Dec. 31, 2020

Under FFCRA, employees who have been unable to work to care for a member of their household or due to their own COVID-19 related quarantine have been eligible for full or partial pay and not required to use state or local leave. The Department of Labor's Wage and Hour Division, which administers paid leave requirements for employers, will expire all provisions of FFCRA effective Dec. 31, 2020.

Effective Jan. 1, 2021, any employee who is unable to work due to a COVID-19 quarantine will be required to use available state or local leave or take the day without pay. If the employee is approved to work remotely, there is no impact to pay. Not all positions in the district are eligible to work remotely.

Accommodations for alternative work environments will end January 15, 2021 unless the employee files required district ADA paperwork and is approved for extension by the district.

As we continue to learn about COVID-19 and receive additional guidance from both the state and federal health organizations, Elgin ISD will continue to adjust our COVID-19 response plan to meet the needs of students and staff. Our data and that of public health officials for state and federal agencies show transference of COVID-19 in the school setting is significantly less than what had been originally expected.

Work accommodations related to COVID-19 will end on January 15, 2021. Employees currently working with accommodations due to COVID-19 have been notified in writing of the change. Any employee with work accommodations who did NOT receive written notification should contact Human Capital ASAP. Employees with critical or terminal medical conditions may reapply for continued accommodations by submitting required accommodation request district paperwork.

Al A. Rodriguez

HUMAN CAPITAL