

FFCRA Benefits expired 12-31-20, tax credit was extended for employers that voluntarily extend FFCRA. Public schools are a government entity and therefore the tax credit does not apply.

Original FFCRA Benefits:

- Two weeks (up to 80 hours) of expanded family and medical leave at employee's regular rate of pay where the employee is unable to work because the employee is quarantined and/or experiencing COVID-19 symptoms and seeking a medical diagnosis; or
- Two weeks (up to 80 hours) of expanded family and medical 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 or care of a child (under 18 yrs. of age), whose school or childcare provider is closed or unavailable for reasons related to COVID -19.
- Additionally, all employees who have been employed with Kimberly School District for at least 30 days may receive up to an additional 10 weeks of expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee is unable to work due to a bona fide need for leave to care for a child (under 18 yrs. of age), whose school or childcare provider is closed or unavailable for reasons related to COVID -19.

Recommendation: Expand the following benefits only, for those employees that have not utilized FFCRA until a vaccine is readily available to educators as determined by the Kimberly School Board of Trustees.

- Two weeks (up to 80 hours or equivalent) of expanded family and medical leave at employee's regular rate of pay where the employee is unable to work because the employee is quarantined and or experiencing COVID-19 symptoms and seeking a medical diagnosis