



WHAT IF I GET COVID?

We would like to provide general information to SEA members on which leaves are available in case you become ill with COVID-19. As an SEA member, you have access to four types of leaves, and if all four are combined, they could provide you with up to **4-7 months** of District-provided leave.

What types of leaves are available during COVID?

There are several different types of leaves that a unit member can use in case they are sick. The leaves must be used in the order given below. All the articles given below are from the SEA collective bargaining agreement.

FIRST LEAVE

FAMILY FIRST CORONAVIRUS RESPONSE ACT

up to 80 hours

The CARES Act provides you up to 80 hours of sick leave. This leave is only available through December 2020, unless further funding is provided by federal government. This leave must be used consecutively with the exception of child care (qualifying reason #5).

- May cover two weeks of paid leave
- [Here are 6 qualifying reasons for leave](#)
- You may only use this leave once



[The Family First Coronavirus Response Act \(FFCRA\)](#)
[SUHSD FFCRA Leave form](#)

SECOND LEAVE

SICK LEAVE

[article 22.2a](#)

Every SEA member who is regularly employed five (5) days per week is entitled to ten (10) days of paid sick leave for each year of employment. For unit members paid at an hourly rate, sick leave benefits shall be computed on the basis of one (1) hour sick leave for each eighteen (18) hours of service rendered to the District.

- Ask for you Year-end statement from your principal's secretary
- Check for your accumulated sick leave balance

article 22.2 B2
THE SICK LEAVE, INCLUDING ACCUMULATED SICK LEAVE, AND THE ONE HUNDRED DAY PERIOD SHALL RUN CONSECUTIVELY.

AS CALIFORNIA EDUCATORS, WE ARE **NOT ELIGIBLE** FOR STATE DISABILITY BENEFIT, WE RECOMMEND PURCHASING DISABILITY INSURANCE.

THIRD LEAVE

OTHER SICK LEAVE BENEFITS

[article 22.2b](#)

In the event a unit member has depleted their available accrued sick leave, the member will be entitled to an additional one hundred (100) days of sick leave per incident or accident. During this one hundred (100) day period the amount deducted from the salary of the unit member shall not exceed the sum that is actually paid a substitute employee employed to fill their position during their absence.

- Referred as Differential Pay Leave

DISABILITY INSURANCE

SUHSD ENDORSED
AMERICAN FIDELITY
JASON CZAJKOWSKI

JASON.CZAJKOWSKI@AMERICANFIDELITY.COM
(619) 665-0890

CTA ENDORSED
THE STANDARD

CTAMEMBERBENEFITS.ORG/
DISABILITYINSURANCE
(800) 522-0406

FOURTH LEAVE

HEALTH LEAVE

[article 22.9](#)

Upon written request by a unit member who has probationary or permanent status, the Board may grant an unpaid leave of absence when the unit member is unable to perform their duties due to ill health or physical disability.

- This request must be accompanied by a medical statement
- May be granted for up to two years

FOR MORE RESOURCES
http://benefits.sweetwaterschools.org/files/2020/04/COVID-19_VEBA-Member-Resource-Sheet.pdf

WHAT IF A MEMBER IN MY HOUSEHOLD GETS COVID?

FAMILY MEDICAL LEAVE ABSENCE - FAMILY FIRST CORONAVIRUS RESPONSE ACT

up to 80 hours may only be used **once**

In Families First Coronavirus Response Act, they have expanded the qualifying reasons in the family medical leave. An employee is entitled to take leave related to COVID-19 if the employee is caring for an individual subject to Federal, State, or local quarantine or isolation order related to COVID-19; and/or has been advised by health care provider to self-quarantine related to COVID-19. This qualifying reason must be taken two weeks consecutively.

CHILD CARE

5th QUALIFYING REASON:

Caring for children whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons. This DOES NOT have to be consecutive hours/days.

HAVE YOU DONATED DAYS TO CATASTROPHIC LEAVE BANK?

[CATASTROPHIC LEAVE PROGRAM](#)

[article 22.10](#)

The purpose of the Catastrophic Illness/Sick Leave Bank is to create a Bank of sick leave days, from which participants may apply for additional sick leave days when suffering from a catastrophic illness or event and have exhausted all other paid leave.

Members (or their agents) may apply or use the Bank: by submitting their request to the Catastrophic Leave Bank: Review Committee using the appropriate District form, (Appendix G). Include with the form will be the verification of the Catastrophic Illness prepared in writing by a licensed physician of the state of California. Please send your form to payroll2@sweetwaterschools.org.

[Here is the link to the donation form](#)

[Quick video on how to fill out the form on your Lenovo](#)

CATASTROPHIC LEAVE BANK



ONLY 366 OUT 1800 SEA MEMBERS HAVE DONATED TO OUR DISTRICT'S CATASTROPHIC LEAVE BANK

MEMBERS MUST HAVE AT LEAST TEN (10) DAYS OF ACCRUED SICK LEAVE TO MAKE A DONATION

MEMBERS MAY DONATE FROM ONE (1) TO SIX (6) DAYS. THE DAYS DONATED GO INTO THE DIFFERENTIAL PAY LEAVE WHICH PAYS FOR THE SUBSTITUTE AND RESTORES THAT LOSS IN COMPENSATION TO THE UNIT MEMBER; THE ONE DAY DONATED PAYS FOR MULTIPLE DAYS OF SUBSTITUTE EMPLOYEE COVERAGE.