



Legislation Text

File #: 20-1103, **Version:** 1

Chief Administrative Office recommending the Board adopted and authorize the Chair to sign Resolution **135-2020** authorizing the use of sick leave for employees unable to work due to the need to care for a school-age child who is distance learning as a result of COVID-19.

FUNDING: N/A

DISCUSSION / BACKGROUND

The 2020-21 School Year has begun and the majority of El Dorado County Schools have started with a distance learning format due to the COVID-19 public health emergency. Distance learning has created a child care challenge for working parents who cannot locate alternative child care solutions.

Human Resources emailed all employees asking them to complete a survey in late June 2020 to assess the impact distance learning may have on El Dorado County employees. Over 500 employees responded. 68% of respondents stated their child's school district will be delivering distance learning only, and 29% of respondents stated their child's school district will have a hybrid in-person and distance learning model. In thinking about the upcoming school year, respondents were asked to rank, in order, the options that appealed to them the most in order to meet the challenges surrounding distance learning. The top three responses were flexible work schedule (24%), telework (23%), and flexibility in using accrued leaves (16%).

The Chief Administrative Office met with Department Heads and determined that the best way to meet employees' need for flexibility in using accrued leaves would be to allow the use of sick leave for employees who are unable to work due to a need to care for a school-age child who is distance learning.

The resolution authorizes the use of sick leave for employees who are unable to work due to their school-age children distance learning. School-age children are defined as kindergarten through 12th grade to align with the California Department of Public Health's "COVID-19 and Reopening In-Person Learning Framework for K-12 Schools in California, 2020-21 School Year" guidance. The resolution also limits this use of sick leave to employees who have not accrued negative sick or vacation leave balances to limit the long-term impacts of this policy and ensure employees find sustainable solutions to their child care challenges. Human Resources is developing a form for employees to apply for this use of sick leave that ensures that employees meet all the necessary criteria. The form will be sent to employees when they are notified of this policy.

ALTERNATIVES

The Board could choose not to approve the recommendation at this time and maintain the existing policies relative to the use of sick leave.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Human Resources, County Counsel

FINANCIAL IMPACT

The resolution may result in an increased use of sick time by employees who otherwise would have to take unpaid leave. It is unknown at this time how many employees will utilize sick leave due to distance learning or the financial impact of any increased use of sick leave.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance priority six to create and maintain a supportive culture for all employees.

CONTACT

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