

Watch me first: <https://youtu.be/StHdwnCO4xA>

## PAY RAISES

Begin on Friday, January 1. So it will be the January 15 check that you will start to see the rate change.

## CLOSE CONTACT QUARANTINES

IDPH will accept 7 or 10 day quarantines for close contacts. Rapids no longer count regarding the 7 day release. It must be a PCR test which is the one that takes a few days for results. You can take the PCR on day 5 of your quarantine but not sooner. The HD is no longer accepting the 7 day return for children. Children must complete the 10 or 14 day quarantine.

## COVID PAY

2 types:

- Emergency Paid Sick Leave (EPSLA): This is the “self pay”
- Emergency Family and Medical Leave (EFMLEA): “other pay” or  $\frac{2}{3}$  wage.

Both expire on Dec. 31. This is what I have been calling “covid pay.” As of now, the government has not set an extension on this act. So after Dec. 31, if you are quarantined, the responsibility transfers from the employer to the employee to cover their own quarantines. If you are quarantined, you can use UTO or PTO. UTO would not go against you. I do not believe Unemployment is an option because you are not “able” to work or did not lose your job.

**SIBLINGS COVID COVERAGE: This is new and I made it up :-)**  
**Currently will expire January 31 and we will take it month by month.**

If a staff member is required to quarantine from being exposed to a confirmed positive in their classroom, I will cover up to 5 days using "Siblings Covid Coverage." On day 5 of quarantine, the staff can choose to be tested so they can possibly return once results are in or they can choose to not be tested and return on the 11th day. If you have tested positive in the last 90 days you are not required to quarantine again and may need to help elsewhere.

Full Time Staff will receive: 8 hours per day for 5 days.

Part time Staff will receive: Average hours worked the 4 weeks prior.

\*\*Quarantines that are required because of contact with someone from outside of your classroom or staffing assignment will not be covered.

**Q:** What if a staff member tests positive but nobody in the room had a confirmed positive first?

**A:** This will be case by case: It's possible but not guaranteed that Siblings Covid Coverage will still cover 5 days for a positive staff if we believe the situation is related to the classroom.

---

**Q:** Since the 2's pay is expired, what if my child attends Siblings and my child is considered a close contact because of a positive in the room?

**A:** I will pay the staff member 50% for 5 days if they are staying home with their child. Tuition is still waived for the child for this situation as well.

---

**Q:** What if I am quarantined from a close contact in my classroom. I use my 5 days of Siblings Covid Pay and then get tested on day 5 and it comes back positive?

**A:** Each situation will be addressed separately but it is possible that Siblings Covid Coverage will continue to cover the staff member until

they are released. However, if the original quarantine was required due to close contact outside of work, Siblings Covid Coverage is not an option.

## CHRISTMAS

With Christmas approaching, I know gatherings will happen and I want you to do what is best for you! Now that quarantines required from outside of the classroom will be the employee's responsibility, you may approach gatherings with extra caution.