




San Benito County Office of Education

Krystal Lomanto, County Superintendent of Schools

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February 16, 2022

TO: SBCOE Staff

FROM: Leanna Morgan, Director Human Resources 

SUBJECT: **COVID-19 Supplemental Paid Sick Leave (SB 114)**

On February 9, 2022, Governor Gavin Newsom signed SB 114 requiring most employers in California, including SBCOE, to provide **up to 80 hours of Supplemental Paid Sick Leave (SPSL)** to eligible employees. Hours will be prorated for part-time staff. Employees will be paid at their regular rate while taking SPSL, capped at \$511 per day (or \$5,110 in total). SPSL is available retroactively to January 1, 2022 and will expire on September 30, 2022.

There are seven qualifying reasons for an employee to take SPSL. SPSL is available to employees who cannot work or telework due to any of the following reasons:

1. The employee is subject to a quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the State Department of Public Health, the CDC, or a local health officer with jurisdiction over the workplace,
2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19,
3. The employee is attending an appointment to receive a vaccine, or Booster, for protection against contracting COVID-19,
4. The employee is experiencing symptoms related to a COVID-19 vaccine that prevent the employee from being able to work or telework, or is caring for a family member experiencing side effects from the vaccine or booster which prevents the employee from being able to work or telework,
5. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis,
6. The employee is caring for a family member who is subject to a quarantine or isolation order or guidelines, or who has been advised to self-quarantine by a health care provider, or
7. The employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19.

To qualify for SPSL, employees will be required to provide satisfactory documentation, medical or otherwise, of qualifying reasons as needed to SBCOE.

If you feel that you may have a situation that qualifies for SPSL, or have had a situation since January 1, 2022 that qualified for SPSL, please contact Leanna Morgan, Director Human Resources at lmorgan@sbcoe.org.