

Update for SBCOE Staff

February 17, 2022

Purpose

- Update staff on latest laws and guidance related to COVID-19
- Update staff on COVID-19 vaccines
- Remind and staff about COVID-19 protocols and procedures
- Answer questions about processes and procedures

Good News

- SBCOE staff has continued to do an excellent job of following safety protocols and procedures.
- Students in the county are being educated, thanks to ALL staff
- Vaccinations and Booster shots are rolled out
- Surveillance testing is conducted twice a week at all SBCOE sites

Leaves

- Employees are still able to use the following leaves
 - Sick Leave/Personal Necessity
 - FMLA/CFRA (*if employee qualifies for*)
 - Differential
 - Kin Care
 - Vacation (Classified)
 - Floating Holiday (Classified)
- Human Resources continues to work with employees to maximize leaves

SB 114

Qualifying 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.

2022 COVID-19 Supplemental Paid Leave

2022 COVID-19 Supplemental Paid Sick Leave is retroactive to January 1, 2022 and expires September 30, 2022

Goes into effect on February 19, 2022

SBCOE will provide employees with written notification

Reporting of leave usage will on the paystub and ESS

All notifications and updates will be completed by March 15, 2022

Workers' Comp & Covid

- Workers Compensation applies to injuries and illnesses that occur as a result of your employment
- Only applies to employees who could not work either in-person or at home
- If you believe you contracted COVID-19 as a result of your employment, you may be entitled to Workers' Compensation benefits
- To file a Workers' Compensation claim, contact Leanna Morgan, Director of Human Resources, to complete the DWC 1 Claim Form
- Workers Comp will investigate and make a determination

Masking

- Mask remain a requirement for all individuals in K-12 school and childcare settings regardless of vaccination status
- SBCOE employees are also subject to Cal/OSHA Covid-19 Emergency Temporary Standards

Safe Practices Outside of Work

- Most cases in San Benito County continue being spread through person-to-person contact among family and friends
- SBCOE strongly recommends you practice safety protocols (social distancing, wearing masks, washing hands, etc.) outside of work

Reminders

- Complete Health Screening Form each day
- Stay home if you or a household member feels sick
- Sign in and out when you travel to another site
- Social Distance 6 feet or more as much as possible
- Wear face coverings over your nose and chin
- Wash your hands frequently for at least 20 seconds
- Windows and doors opened with all filtration systems on during meetings
- Delay travel if possible. Per CDPH, everyone arriving to California should test within 3-5 days after arrival regardless of vaccination status.
 - <https://covid19.ca.gov/travel/>
 - <https://www.cdc.gov/coronavirus/2019-ncov/travelers/index.html>

Questions?

- Resources:
- SBCOE Wellness Handbook
 - With additional resources listed
- COVID19.ca.gov
- San Benito County Public Health: <https://hhsa.cosb.us/public-health/>