



Dr. Thelma F. Sojourner
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To: Bamberg School District 2 Employees
FROM: Dr. Thelma F. Sojourner, Superintendent *MS*
DATE: December 11, 2020
RE: United States Department of Labor's COVID-19 Leave Policy

On April 1, 2020, at the beginning of the COVID-19 pandemic the U.S. Department of Labor developed a paid sick leave and expanded Family Medical Leave Act (FFCRA or Act) that required employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. You may recall that this policy allowed up to two weeks of paid sick leave if an employee had to quarantine because they tested positive for COVID or had to isolate because they had been exposed to the virus through direct contact with a COVID positive person, had been advised by a health care provider to self-quarantine, is experiencing symptoms and seeking a medical diagnosis or is caring for an individual who is COVID positive.

It is important for you to know that the U.S. Department of Labor's COVID-19 leave policy ran from **April 1, 2020 through December 31, 2020**. As of today, Friday, December 11, 2020 there has been no extension of this policy. Please be aware that, after Thursday, December 31, 2020 all leave related to COVID-19 will be governed by Bamberg School District Two's leave policies GCC Professional Staff Personal Leave and Absences and policy GDC Support Staff Personal Leave and Absences. All leave taken for COVID related illnesses or other health conditions will be charged against your accrued sick leave and once you have exhausted all of your accrued leave you will be on unpaid leave.

If you have questions please contact me or Mrs. Nimmons immediately at (803) 793-3346.