

**STATE CENTER COMMUNITY COLLEGE DISTRICT
RESOLUTION NO. 2021.06**

EXTENSION OF COVID-19 LEAVE BENEFITS

WHEREAS, as of January 26, 2021, more than 25 million people have been infected with COVID-19 in the United States, and more than 423,000 people have died; and

WHEREAS, federal, state, and local public health authorities have issued varying guidelines and orders to help slow or stop the spread of COVID-19 by requiring individuals to quarantine depending on whether they have tested positive or were diagnosed with COVID-19, are displaying symptoms of COVID-19, were exposed to a person who tested positive or was diagnosed with COVID-19, or were exposed to a person with COVID-19 symptoms; and

WHEREAS, on March 18, 2020, Congress passed the Families First Coronavirus Response Act (FFCRA) which provided covered employees with COVID-19 emergency paid sick leave and expanded leave rights under the Family and Medical Leave Act (FFCRA Leave); and

WHEREAS, FFCRA Leave was available to covered employees from April 1, 2020, through December 31, 2020; and

WHEREAS, with the expiration of FFCRA Leave on December 31, 2020, the Board of Trustees is concerned that employees who are not working remotely may continue to report to State Center Community College District worksites and may decline to report information about COVID-19 test results, diagnoses, and exposures, when they should be assisting with contact tracing and quarantining pursuant to federal, state, or local health guidelines or orders; and

WHEREAS, to help slow or stop the spread of COVID-19 in the community and particularly at State Center Community College District worksites and to help reduce any potential liability exposure related to COVID-19, the Board of Trustees finds that employees should be entitled to COVID-19 specific leave benefits; and

WHEREAS, the Education Code, including but not limited to sections 88198 and 87764, provides the Board of Trustees broad authority to grant paid leaves of absence to employees “for other purposes or for other periods of time” in addition to the leaves specifically provided in the Education Code; and

WHEREAS, on December 21, 2020, Congress passed the Consolidated Appropriations Act, 2021, which encourages eligible private employers to continue providing FFCRA Leave to employees through March 31, 2021, in exchange for payroll tax credits.

NOW, THEREFORE, BE IT RESOLVED, that effective as of January 1, 2021, the Board of Trustees extends FFCRA Leave to employees on the same terms and conditions as established by the FFCRA and its implementing regulations through March 31, 2021; and

BE IT FURTHER RESOLVED, that the FFCRA Leave may be extended beyond March 31, 2021, and for the period of time that Congress continues payroll tax credits for eligible private employers; and

BE IT FURTHER RESOLVED, that the benefits provided under this resolution shall automatically terminate upon the effective date of any COVID-19 related leave benefits, similar to FFCRA Leave, that are provide for in laws passed either by Congress or the Legislature to which State Center Community College District employees are eligible. State Center Community College District employees will then be entitled to the COVID-19 leave benefits provided under federal or state law, and not this resolution; and

BE IT FURTHER RESOLVED, that the Chancellor, in consultation with Cabinet, shall have the authority to terminate or extend the leave benefits provided under this resolution and upon doing so, will report the action to the Board of Trustees at its next regularly scheduled meeting.

PASSED AND ADOPTED, upon motion of Trustee Kahn , seconded by Trustee Caglia , at a regular meeting of the Board of Trustees of State Center Community College District on this 2nd day of February, 2021, by the following vote:

AYES: 7 NOES: 0 ABSTAIN: 0 ABSENT: 0



Board of Trustees Secretary
State Center Community College District