



## NORTH SLOPE BOROUGH SCHOOL DISTRICT

### M E M O R A N D U M

**TO:** Nancy Rock, President  
Members of the School Board

**THROUGH:** Rich Carlson, Interim Superintendent

**FROM:** Fadil Limani, Chief Financial Officer on behalf of HR

**DATE:** December 8, 2021

**SUBJECT:** North Slope Borough School District COVID Leave      Memo No. SB22-108  
**(Action Item)**

DocuSigned by:

Richard Carlson

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#### 2020-2025 STRATEGIC PLAN SUMMARY

**1.0 STUDENT SUCCESS:** All students will reach their intellectual potential and achieve academic success through integrating Iñupiaq knowledge systems into the core content areas and focusing on the development of the Whole Child.

**1.7 STUDENT WELL-BEING:** Support the physical, nutritional, mental, and social-emotional health of all students.

**4.0 FINANCIAL & OPERATIONAL STEWARDSHIP:** Effectively employ our operational and financial resources to support the long-term stability of the district.

#### Background:

The Families First Coronavirus Response Act (FFCRA) was enacted into law by Congress in March 2020, in an effort to respond to the economic impacts of the ongoing COVID-19 pandemic. The provisions of the act provided funding for free coronavirus testing, emergency leave among other funding benefits.

On December 31, 2020, the FFCRA requirement that employers provide paid leave for COVID-19 related reasons officially expired. Although the mandatory requirement that employers provide FFCRA paid leave ended on December 31, 2020, the Congress in late December 2020, issued a reprieve. That is, employers no longer were required to provide the paid leave. However, employers were given until March 31, 2021 to not only receive their reimbursements for the paid leave from the federal government for prior- mandated leave, but they also were allowed to voluntarily choose to provide FFCRA paid leave until March 31, 2021, and still be reimbursed by the government for that leave.

In the newest COVID-19 stimulus law, the American Rescue Plan (ARP) Act of 2021 under the Biden Administration, Congress provided yet another extension of the voluntary FFCRA paid leave. Now, employers may provide paid leave until September 30, 2021. It remained voluntary, but it does allow employers to pay their employees who need time off for various COVID-19 related reasons, and still be reimbursed by the federal government for that pay. In addition, Congress also reset the leave period under the original FFCRA starting on April 1, 2021.

It is important to note that these time periods cannot overlap. Each employee is allowed the maximum amount originally permitted by the FFCRA, either before April 1, 2021 or after April 1, 2021. The new law does not allow an employee, for example, to receive double the maximum time periods for leave that occurs all before (or all after) April 1, 2021.

With the new Delta variant, Alaska has seen a surge in positive COVID-19 cases including patient hospitalizations, and the state ranked number 1 in the nation for quite sometime by a large margin. As part of the mitigation plan discussions, in order to maintain the safety of the students, teachers and staff, there was a request for consideration for extending the COVID-19 leave beyond the September 30, 2021 to December 31, 2021 through the School District.

**Proposed Motion:**

“I move that the NSBSD Board of Education approve the extension of the NSBSD COVID-19 Leave from October 1, 2021 thru December 31, 2021. No other extensions will be permissible beyond December 31, 2021.”

Moved By: \_\_\_\_\_ Seconded By: \_\_\_\_\_

Vote: \_\_\_\_\_