

ABC CHILDREN'S ACADEMY READY FOR LEARNING PLAN

*IN RESPONSE TO COVID-19
FOR THE
2020-2021 SCHOOL YEAR*

www.abcchildrensacademy.com



**Children's Academy &
Developmental Center, Inc.**



INTRODUCTION

The ABC Children's Academy's Ready for Learning Plan was created with input from our management team as well as parents and teachers. During this Pandemic that began closely in Arkansas in March 2020 – our ABCCA Pre-K services have not closed. Our agency transitioned to "Alternative Methods of Instruction" to complete the 19-20 ABCSS school year at the request of the Division of Childcare. Our plan intent for this up and coming 20-21 school year (pending ADE approval) will be to remain open with all programming safely and under the guidance of ADE, DCCECE, DPSQA, CDC and ADH. ABCCA would certainly close temporarily per ADH recommended periods for sanitation and quarantine based on a potential exposed classroom as outline further in this document. All guidelines referenced in this plan are based on guidance from the Arkansas Department of Education with respect to the Arkansas Better Chance administrative division of the ADE.

COMPONENTS OF THE ABCCA READY FOR LEARNING PLAN

In order to ensure the continued well-being of our ABCCA community, the following guiding principles have been put in place:

1. Ensure safety of students, staff, parents and visitors by providing a early education learning environment based upon the most current guidance from the Arkansas Department of Health (ADH).
2. Ensure the continuity of teaching and learning of our state approved curriculums by providing the option of face to face learning as well as a virtual learning option should quarantine mandates come in place.
3. Support teachers in providing instruction both in face or via virtual method of training in safety, curriculums related to thematic units and social emotional needs of students and self as well as culturally responsive practices.
4. Provide expectations to accommodate suspensions, exposure or quarantines due to COVID – 19.
5. Engage educators, parents, students, and the community.

SECTION 1: SAFETY OF STUDENTS, STAFF, AND VISITORS

TIMELINES and ACTIONS

The following steps have or will be taken in developing and communicating this plan.

Timing	Actions
June 2020	<ul style="list-style-type: none">● Start working copy of "Ready for Learning Plan" by collaborating with Early Education partners and online publications● Ordered devices and PPE● Continual preparations to open ABCSS classes with thorough cleaning and disinfecting● Teacher training on CDC and ADH guidelines as well as review of ABCCA Pandemic procedures.● Gain approval for You Tube as a virtual learning tool through ADE
July 2020	<ul style="list-style-type: none">● ABCCA Curriculum Coordinators along with Teacher teams revise curriculum to be administered both face to face as well as in a virtual social distanced method.

	<ul style="list-style-type: none"> ● Parent Survey regarding method of delivery ● Finalize Ready for Learning Plan ● Post on Parent distribution methods such as ABCCA website and Facebook pages - COVID-19 FAQs and helpful tips ● Post instructions for proper PPE wearing ● Determine what restrictions/guidelines that will change for parents
August 2020	<ul style="list-style-type: none"> ● Mail out “start of school instructions” for parents to outline changes ● Implement Ready for Learning Plan ● Provide ongoing Professional Development for educators ● Provide ongoing support for parents and students ● Open school August 24, 2020 face to face with (In-person & Virtual options ready and available)

EMPLOYEE AND STUDENT SAFETY

Per Arkansas Department of Health, PPE (face coverings and shields) is an effective way to minimize exposure to COVID-19; therefore, **ABCCA will require the use of face coverings of Masks**. Parents are required to wear masks when approaching our screening stations upon check in. Children under 10 will not be required to wear a mask. Full PPE (gowns, gloves, N-95 masks and face shields) are available for staff at request.

VISITORS / PARENTS

ABCCA will significantly limit normal visitation to our campuses and facilities during this national pandemic. ABCCA is a service organization for the provision of Childcare/Pre-K. We understand NEW Parents and enrollment will need a quick tour of our facility; however, those tours will be managed safely with appropriate PPE after passing mandatory health screener and required accompaniment by our Directors. Otherwise, campus and facility visitation will be limited to essential business only. All visitors will be screened prior to entering the building and **will be required to wear a face covering**. Any essential or necessary meetings with preschool staff will be required to be by appointment only. ADH guidelines will be strictly followed for the health and safety of all in attendance. Instructional support staff such as subcontracting therapists or mental health providers, maintenance staff, DHS employees/investigators or Emergency services shall be allowed as long as they pass our screener tool and have a face covering.

TRAVEL RESTRICTIONS

ABCCA has discontinued employees’ out-of-state travel to conferences and workshops until further notice, unless pre-approved by our Regional Director. However, as of today, the CDC has lifted all Out-of-state travel restrictions such that our screener tool is our main source of safety. ABCCA will continual monitor and follow CDC guidelines with regards to any changes and post on our ABCCA Website and social media platforms for any parental updates.

EMPLOYEE HEALTH SCREENING AND PROTOCOLS

To support the health of all employees and students each employee will complete the COVID-19 Screening Questionnaire daily before entering the work site. If an employee has any of the COVID-19 symptoms or has been exposed to COVID-19 they are to stay home and follow the procedure for notifying their supervisor. Employees at times may feel the tendency to come to work even when they feel sick, in this environment it is imperative that employees stay home if they exhibit any of the symptoms below. Employees are to contact their Primary Care Physician (PCP), local health dept. or Triage Center to determine if testing is needed.

The signs and symptoms of COVID-19 include:

- Feeling feverish or a measured temperature greater than or equal to 100.4 degrees Fahrenheit
- Cough
- Shortness of breath or difficulty breathing
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- Loss of taste or smell
- Watery Diarrhea
- Profuse vomiting

Employee medical information must remain confidential. ABCCA will not share the name of any employee with a confirmed or suspected COVID-19 diagnosis. However, those who have been identified as potentially coming in contact with a person who has tested positive will be notified in accordance with the Arkansas Department of Health (ADH) guidance.

HEALTH PROTOCOL

All supervisors will utilize the following protocols to determine appropriate course of action in the event of a suspected COVID-19 case. Any questions pertaining to steps to be taken may be directed to ABCCA's COVID Specialist. Our COVID Specialist stays up-to-date with current regulations from the ADH/CDC.

CONFIRMED COVID-19 CASE AND ISOLATION PROTOCOL

If an employee or child/student is diagnosed with COVID-19, they are to notify their supervisor. The supervisor will then contact their County Director, Regional Director and ABCCA's COVID Specialist. That team will then identify a list of Probable Close Contacts and update our COVID Spreadsheet which will be sent to Arkansas Department of Health (via designated school hotline #1-833-504-0155), DPSQA and DCCECE each time the spreadsheet is updated. Probable Close Contact is defined as an individual who was likely to have been within 6 feet for 15 cumulative minutes or longer within a 24 hour period to a person who has tested positive for COVID-19. Probable Close Contacts will be notified as directed by the Arkansas Department of Health via our spreadsheet. ABCCA will follow the most current guidance from ADH when an employee is identified as a "probable close contact", including any requirements for quarantine and cooperating for contact tracing.

For staff, the County Directors are tasked with collecting evidence proof from the employee's health practitioner or ADH requiring any quarantine periods for staff or child. ABCCA is set up to follow our FFCRA guidelines and mandates for employee Corona sick time.

ABCCA will adhere to the most current guidance regarding the release from isolation when an individual has tested positive for COVID-19.

Employees returning to work from an approved medical leave should contact their county directors who will then be in touch with Human Resources. ABCCA will be requiring employees to submit a healthcare provider's note before returning to work.

SUSPECTED COVID-19 CASE AND ISOLATION PROTOCOL:

If an employee or student becomes ill at the center, he/she will immediately report to the center's County Director. The following steps will be followed:

- Sick children shall not be cared for at the facility. If a child becomes sick while at the facility, the parents shall immediately be contacted to pick the child up within 30 minutes. The child shall be separated, with appropriate supervision, until the parents arrive to pick the child up. Please follow Section 1100 regarding health and hand washing in the Minimum Licensing Requirements.
- The staff and others attending the suspected infected child should also wear a protective face covering, face shield, gloves and gown while tending to the suspected infected child/student/person.
- Any suspected staff must leave immediately and go see Triage, Health Dept. or PCP. A note must be provided to return to work.
- The County Director will advise any other employees or support staff (i.e. therapists) that they may have been in contact with a suspected employee or student and to carry out self-screening and all safety precautions daily, and based on the results, contact the HR department. Probable Close Contacts will be contacted and advised to quarantine for 10 days awaiting a call from ADH for close contact confirmation.
- The suspected employee's or student's work area/classroom must be thoroughly cleaned and disinfected, in addition to all other common surfaces recently touched by the employee or student.
- Those who have potentially been exposed to a positive case will be contacted by County Director. The ADH protocol will be followed in the notification process.

GUIDANCE, IF EXPOSED

If an employee or student/child has been notified by ADH or County Director as a Probable Close Contact of a confirmed COVID-19 case please do the following:

1. If an employee learns of his or her exposure during the school day, immediately notify the county director.
2. Quarantine in a specific room away from others in home for 10 days with a doctor's note required for return to work or school.
3. Contact the following (in order of priority), notify them of the exposure to COVID-19, and then follow their instructions.
 - a. Healthcare provider. Follow testing recommendations.
 - b. County Director
4. County Director will work with HR to determine appropriate next steps.

PHYSICAL DISTANCING

Physical distancing is an effective way to prevent potential infection. ABCCA employees, students, parents, and visitors should practice staying approximately 6 feet away from others and eliminating contact with others whenever possible. Each building will establish a plan to ensure physical distancing to the extent possible. The plan may include - floor markings, signage, removal of unnecessary furniture, limited transitions, etc. Non-essential/informal congregating and visiting should be avoided.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

1. Per Arkansas Department of Health, PPE (face coverings and shields) is an effective way to minimize exposure to COVID-19; therefore, **ABCCA will require the use of face coverings on vans and in all buildings**. Masks may be made of cloth. Cloth masks shall be laundered daily. Managers are encouraged to ensure that employees have masks when they arrive at school; however, masks will be provided if someone forgets to bring it to the school/office. ([Guide for proper use of masks/face coverings](#)) may be found on our ABCCA website under the tab for "Ready to Learn".

Please note that physical distancing should still be practiced even with the use of face coverings.

In addition to physical distancing and wearing face coverings, additional safety precautions will be taken without limitation:

- Good hand hygiene; wash your hands often with soap and water for at least 20 seconds. ([Guide for proper handwashing techniques](#)) link may also be located on our website www.abcchildrensacademy.com. Use hand sanitizer with at least 60% alcohol, if **soap and water are not available**;
- Avoid touching your face;
- Cover mouth and nose when coughing or sneezing or use the inside of your elbow;
- Monitor for signs and symptoms of COVID-19.

An adequate supply of soap, disinfectant, hand sanitizer, paper towels, tissues, and a supply of PPE will be available at all sites.

SUPPORT NEEDED FROM PARENTS/GUARDIANS

- Ensure that your student(s)' immunizations/wellness checks are up-to-date
- Stress the importance of the utilization of masks/face coverings for children over the age of 10, adhering to social distancing, and regularly washing their hands, both at school and away from school. Please take time to demonstrate these actions with our younger students.
- Support the effective communication among students, parents, and staff members, which is even more critical now.

PERSONAL WORKSPACE/SHARED WORKSPACE

ABCCA is committed to providing a safe and clean environment. The building staff will clean and disinfect workspaces at the designated cleaning time; however, employees are encouraged to disinfect their own personal workspace (teacher desk, phone, etc) throughout the day, giving special attention to commonly touched surfaces. ABCCA has placed alcohol-based hand sanitizer throughout the workplace and in common areas. Cleaning sprays and wipes will be available to clean and disinfect frequently touched objects and surfaces such as telephones and keyboards.

Please note ABCCA will provide the proper equipment such as acceptable disinfectant and PPE.

There will be limited access to workspaces to reduce exposure to risks and ensure employee safety. Workspace usage is as follows:

Capacity - ABCCA will be monitoring the number of employees in the offices while the risk of infection exists and begins to diminish.

Copy Room - There will be limited access to the copy room.

Lounge/Break Rooms - These spaces will remain open with limited capacity. Employees should not congregate in these areas for any reason.

FACILITIES/ TRANSPORTATION CLEANING

Screening of staff must occur prior to transporting children.

1. ABCCA transports pre-k children between sites at times as well school age after care program.
2. All vehicles used for transporting children during the current pandemic must be sanitized prior to transporting children and sanitized between each transportation time.
3. The capacity of vans will be operating at full normal capacity for the vehicle but our screener will be in place and temperatures will be taken prior to entering van.
4. Because of limited capacity at this time for Preschool Van Routes, families of school age students in our afterschool program are encouraged to work with public schools to have their children dropped off from public school to our private after school program.
5. Social distancing must be practiced allowing for the maximum amount of space possible between the children.
6. Each child's temperature must be taken at pick up, prior to boarding the vehicle.

Our centers and vans have been completely cleaned and disinfected, and ABCCA will continue to adhere to all necessary safety precautions and general disinfection measures outlined in the table below.

During the day all employees will be responsible for maintaining their space. At the end of each day staff will follow daily disinfecting and cleaning guidance.

GENERAL DISINFECTION EXPECTATIONS

Category	Area	Frequency
Workspaces	Classrooms, Offices	At the end of each use/daily
Appliances	Refrigerators, Microwaves, Coffee Machines	Daily
Electronic Equipment	Copier machines, Shared computer monitors, TV's, Telephones, keyboards	At the end of each use/day and/or between use
General Used Objects	Door handles, light switches, sinks, water fountains, restrooms, elevator buttons, stair handrails, etc.	At least 4 times a day and at the end of each day.
Vans	Van seats, handles/railing, belts, window controls	Twice a day

Common Areas	Cafeteria, Conference rooms, Common Areas	At the end of each use/daily; between groups
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GENERAL DISINFECTION PROTOCOL

General cleaning and disinfection protocols will be followed regularly by all ABCCA staff members. Added safety procedures for the disinfecting process during the COVID-19 pandemic include the following:

- Disposable gloves are to be worn to perform each of the following tasks and should be removed immediately after, hand washing is also required before and after wearing gloves:
 - **EACH** Classroom cleaning
 - **EACH** Restroom cleaning
- Properly labeled spray bottles (containing EPA, CDC, and the ADH approved disinfectants) are to be utilized to disinfect.
- Utilize a two-rag/ two-step protocol for disinfection.
- Buckets used to disinfect mops should be changed after each restroom cleaning is performed.

DEEP CLEANING AND DISINFECTION PROTOCOLS

Deep cleaning and disinfecting protocols are initiated when an employee or student is identified as positive for COVID-19 based on testing.

General disinfection measures will be taken with additional measures to fog affected spaces with disinfecting equipment/chemicals will be performed after students and staff have left the building.

PROCEDURES FOR COMMON AREAS

We know that common areas at preschool are dynamic in nature, so it is imperative that all procedures that ensure the safety of staff and students must be followed. ***Physical distancing and wearing masks/face coverings, especially in areas when physical distancing is not allowable, is required.***

CAFETERIA AND MEAL PERIODS

Each building will develop a plan to incorporate physical distancing to the extent possible during lunch periods. This may include adding additional lunch periods, eating in classroom, utilizing any open space possible that will allow for appropriate physical distancing, assigning students to the same group each day to limit exposure, etc. A two-step cleaning procedure is used for cleaning tables at meal time.

CLASSROOM SPACE/MATERIALS

Each building has developed a plan to incorporate physical distancing to the extent possible in the classrooms. Additional measures may be implemented such as minimizing the need to share materials, limiting group size play, staggering any transitions to playgrounds, etc.

STAFF TRAINING

It is important that all employees understand the safety requirements, protocols and expectations to ensure everyone and their communities stay safe and prevent the spread of the virus. A mixture of

personalized and general professional development will be provided to all staff.

1. **ABCCA Annual Fall training**-Presented remotely and in small groups to ensure understanding and preparedness to align with facility's pandemic procedures and updates.
2. **Arkansas Better Chance First Day Training/Orientation**- to ensure our returning ABCSS teachers have aligned their local protocols and procedures in the Arkansas Better Chance Classrooms in accordance with this manual. This meeting area must adhere to social distancing protocols or present via digital platform such as Zoom
3. **Cleaning Protocols for ALL Staff**- Disinfection methods, comprehensive cleaning training.

Staff will receive training in the following:

1. Ready to Learn Plan
2. ABCCA's Pandemic Procedure
3. Daily cleaning and disinfecting procedures

Parents and student will be offered virtual training or guidance in the following:

1. ABCCA Website
2. High Quality Curriculum via YouTube (Google Classroom for Blended ABCSS program)
3. Social Emotional Learning
4. Health and Safety Protocols

COMMUNICATION METHODS

ABCCA will use a variety of methods to communicate to all employees. To stay informed on the most up-to-date information:

1. Check email often;
2. Visit our company website;
3. Follow our social media platforms;
4. Check YouTube daily

SECTION II: CURRICULUM AND CLASSROOM PROGRAMMING

One of ABCCA's primary concerns is that all students' academic needs are met as we return to instruction. ABCCA will offer two delivery options in all classes - Virtual or In-person. Students who receive special services such as Speech, Occupational Therapy (OT), Physical Therapy (PT), may receive their services in both environments as well.

IN-CLASS / ONSITE LEARNING

The ABCCA Pre-K program will offer parents an option of in-person or virtual instruction. For virtual learning option certain criteria must be met as outlined. Those who choose the virtual option will utilize [YouTube](#) to access the virtual lessons and to communicate with the teacher weekly.

Students participating in-person will participate in a full day of age appropriate instruction with a teacher and paraprofessional. Students will be assigned to smaller groups of peers (no greater than a group size of 9) within the classroom, as a safety measure. These smaller groups will play and learn together. Pre-K students are not required to wear face coverings while in their classrooms; however all adults are required to wear a face covering according to the health guidelines.

Drop off / Pick up policy:

- The best line of defense is accurate and honest answers to the screener tool.
- To lower risk of exposure, Parents of enrolled students shall not be allowed in the buildings. Parental questions or concerns can be answered in a safe scheduled appointment.
- Car rider lines will be use if the facility supports this accommodation; however, all adults must be wearing masks and remain in their vehicle during car line.
- **Parent walk ups shall be wearing a mask. No mask, No approach**
- Adults must stand 6 foot back until ABCCA staff approaches with screener tool and thermometer.
- Parents to follow marked area to stand where visible
- **Hurts and Hugs reports** may need to be signed on a clipboard during pick up time but conversations shall be pulled aside for privacy.

Learning Materials /Centers: Children's items will be individual labeled. Timers will be implemented to ensure a set amount of time in centers, no group changing and appropriate reminders to disinfect. Items that cannot be easily sanitized will be put away until safer conditions warrant their use. Children will be allowed to bring clear back packs for personal storage. Each child will be allowed their own set of classroom materials, separated in clear boxes/ bags. Each child will have their own sensory items as well. We will maintain small groups that do not mix.

Water Fountains: Water fountains shall be closed during the pandemic as fountains are designed to be shared by multiple people. Cups and water shall be available in the classrooms at all times.

Playgrounds:

- A continuation of small group no greater than 9 students while active learning on playground will exist. This means if a class of 20 students are on the playground, teachers should monitor to ensure a group size of greater than 9 does not occur.
- Classes cannot mix on Playground
- A stagger schedule of classes is in place to decrease exposure

After School Programs: Our after-school programs as well as all programs shall follow these same guidelines of safety, small group organization, screening, use of PPE and cleaning.

- In the unfortunate event, that public school closes – ABCCA may have a few openings for all day school age programs for working parents on a first come first serve basis as directed by the Division of Childcare.

PRE – K VIRTUAL LEARNING

ABCCA will provide access to a virtual link for learning using the Parent or Guardian device. Virtual learning will be a quality choice, however parents are encouraged to return to in class onsite instruction as soon as quarantine is over and cleared by physician. Students participating virtually will require more direct support from parents or guardians. The school will provide support and instruction, but will not have the same level of direct supervision of students working on assignments. Students will have interaction with their teachers weekly based on a set schedule that will be provided.

Teachers will monitor student learning and engagement via YouTube and maintain a virtual learning attendance log. Teachers will provide daily assignments and assessments regularly via YouTube. Students who are not engaging in the learning will be supported as much as possible but ultimately counted absent should participation refusal exist. Students participating in Virtual Learning on long term basis due to medical reasons will be required to come in for in house assessments quarterly if

deemed safe by all parties.

Criteria for Virtual Instruction:

Students will have the availability of virtual instruction in the event they are quarantined or unable to attend preschool. All efforts will be made to provide a smooth transition; however, depending on the circumstances, the teacher of record may or may not remain the same.

Virtual Learning will become an option should any of the following criteria occur:

1. The student tests positive for COVID-19;
2. The student has a family member or someone in the home who tests positive for COVID-19;
3. The student has been in close contact with someone who has tested positive for COVID-19;
4. Students with certain underlying medical conditions who are considered at risk for severe illness from COVID-19 as defined by the CDC and/or

The parent or guardian shall be provided a virtual learning transition form should the need arise. ABCSS teachers will be utilized to provide the online instruction for virtual learning from the center classrooms to maintain quality of service. Directors will designate teachers from their building who will provide fully virtual instruction. All ABCSS teachers are trained in virtual support for families. If the mode of instruction changes to virtual learning, an alternate teacher may be assigned. Content and objectives will remain the same between in person / in class learning versus virtual learning.

STUDENT SERVICES/ SPECIAL PROGRAMS

Students who receive special services such as Speech, Occupational and Physical Therapy services will receive their instruction in both the virtual and in-person environments. It is important to work with parents and students to identify barriers during this transition.

SPECIAL EDUCATION

- All students who have an Individualized Education Program (IEP) will receive special education services in collaboration with local Coop/School Districts. Parents or guardians are encouraged to contact their child's teacher or school administrator with concerns.
- Parents/teachers may request conferences at anytime to discuss programming.
- Parent notifications regarding IEPs will follow due process procedures as outlined in Procedural safeguards.

SPEECH AND OT/PT THERAPY

- Speech and OT/PT-Therapy will be provided as recommended. Telehealth therapy will be provided for students who choose the virtual instruction.
- Mental Health

SECTION III: COMPANY AND STAFF REQUIREMENTS

QUALITY SERVICE FROM STAFF:

During Pandemic situations, The Governor of Arkansas may close public schools. Should a public school closure situation arise, ABCCA will strive to remain open. All staff including ABCCA Management, Arkansas Better Chance Teachers and Co-teachers will be required to report to work

ONSITE IN THE BUILDINGS AND CLASSROOMS unless individually quarantined. County Directors reserve the right to assign duties of any teacher to any classroom or facility to assist in meeting safe classroom ratios, increase quality curriculum / portfolios and maintain all state compliance mandates.

COVID-19 LEAVE AND PROTOCOLS

FFCRA Family and Medical Leave Act Expansion/Paid Sick Leave

Under the law, employees are eligible for paid sick leave if they are unable to work (or telework) for 2 weeks of normally scheduled hours. The Form for this type of Leave can be found by contacting your County Director. Listed are the qualifying reasons the employee is eligible to receive FFCRA Paid Sick Leave.

Under the law this act becomes part of the traditional FMLA which allows employees to access up to **12 weeks of total leave (this includes the 2 weeks of FFCRA Paid Sick Leave)**. Listed are the qualifying reasons the employee is eligible to receive Family and Medical Leave under the Families First Coronavirus Response Act (FFCRA).

Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work (**or unable to telework**) due to a need for leave because:

- **COVID LEAVE TYPE 1 (CL1):** The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19 (**up to 2 weeks paid leave**). Employees taking leave for this reason shall be paid at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate;
- **COVID LEAVE TYPE 2 (CL2):** The employee has been advised by a health care provider to self-quarantine related to COVID-19 (**up to 2 weeks paid leave**). Employees taking leave for this reason shall be paid at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate;
- **COVID LEAVE TYPE 3 (CL3):** The employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis (**up to 2 weeks paid leave**). Employees taking leave for this reason shall be paid at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate;
- **COVID LEAVE TYPE 4 (CL4):** The employee is caring for an individual subject to an order described in (1) yourself-quarantine as described in (2) (**up to 2 weeks paid leave**). Employees taking leave for this reason shall be paid at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate;
- **COVID LEAVE TYPE 5 (CL5):** The employee is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19 (**up to 12 weeks paid leave**). Employees taking leave for this reason shall be paid at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$12,000 in the aggregate (over a 12-week period—two weeks of paid sick leave followed by up to 10 weeks of paid expanded family and medical leave); or
- **COVID LEAVE TYPE 6 (CL6):** The employee is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury (**up to 2 weeks paid leave**). Employees taking leave for this reason shall be paid at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate.