



## CHILDCARE, EDUCATION, SCHOOLS AND PARENTING DURING COVID-19

Following are tips and resources to assist clients and employees while navigating the challenges associated with parenting during Coronavirus – COVID-19.

In recent weeks, parents and teachers alike are faced with the uncertainty of whether to permit children back into the classroom. Concerns about distancing, mask wearing and exposure to COVID-19 plague minds as the focus on health and safety are at the forefront of everyone facing this dilemma. Pointing children in the right direction through virtual learning and coordinating classroom assignments with teachers support students during this difficult time.

IronRoad has put together helpful resources\*, educational links, podcasts, Infographics, and tips as you and your children continue to navigate continuous learning without skipping a beat.

### Teaching Resources

- Advantage Placement (The College Board) [Advance Placement - YouTube](#)
- Foreign Language Learning [Duolingo](#) or [Rosetta Stone](#)
- High School Tips for Using Social Media to Learn [USNews.com](#)
- Kahn Academy <https://www.khanacademy.org/>
- Massive Open Online Courses for College Students [US News What You Should Know about MOOCs](#)
- NASA [NASA Hands-On Activities](#)
- National Education Association (NEA) <http://neatoday.org/>
- Paying for Online Education – College Degree [Affordable Online College Programs](#)
- Smithsonian Virtual Field Trips [Smithsonian Institution - Free Virtual Field Trips](#)

### Coping While Homeschooling

Additional resources and information about parenting can be located at [CDC.GOV Child Development Infants to Teenagers](#)



## Families First Coronavirus Relief Act (FFCRA)

The Department of Labor (DOL) allows up to two weeks or 80 hours of paid sick leave at two thirds regular rate of pay or minimum wage based upon the cap in place for FFCRA.

If an employee must care for a child whose school, childcare provider, or place of care is unavailable due to COVID-19, they may be eligible for compensation under FFCRA.

Once the first two weeks or 80 hours has been exhausted, the employee may be eligible for up to an additional 10 additional weeks of family leave, also paid at two thirds regular rate of pay or minimum wage.

Time off for FFCRA is not in addition to existing or prior FMLA taken during the calendar year or rolling 12 months, depending upon how you track time off. Time used for FFCRA are included as part of the 12 weeks allotted under the FMLA guidelines.

If FFCRA leave is only needed on an intermittent basis, this enables the employee to work when they can and have the flexibility of being with their children when homeschooling and care is required, while protecting their position with the company.

If FFCRA was used earlier in the year, remember the maximum allowable between April 1 – December 31, 2020 is 12 weeks due to childcare, school closure. If the employee previously took 12 weeks of FFCRA during the Spring, they are not eligible to take FFCRA again, under the DOL rules.

Contact us at [hr@ironroad.us](mailto:hr@ironroad.us) if you need forms or information about the use of FFCRA or how to report and code FFCRA for payroll, benefits and other tracking purposes.

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