



Gardner Valley School

RESOLUTION

Family and Medical Leave Insurance Program Opt-Out

WHEREAS, in November 2020, Proposition 118 was passed, which led to a state-run paid Family Medical Leave Insurance ("FAMLI") program;

WHEREAS, FAMLI provides workers 12 weeks of paid leave to take care of themselves or a family member during life events like injury, serious illness, or pregnancy;

WHEREAS, Participating employers and employees will contribute premiums for FAMLI;

WHEREAS, the FAMLI becomes active on January 1, 2023;

WHEREAS, the FAMLI provides for local government employers to opt out of participation in the program;

WHEREAS, Gardner Valley School (GVS) is a local government employer as defined under FAMLI;

WHEREAS, Despite opting out of FAMLI, employees may still participate with the same rights and benefits as a self-employed individual; and

WHEREAS, the funding saved by opting out can be used for a purpose that will benefit all employees;

NOW, THEREFORE, we, the Board of Directors of GVS, hereby decline all participation in FAMLI and direct GVS to take all steps necessary to comply with the requirements for declination of participation in FAMLI as required by law.

Approved and adopted this 17 day of November 2022.

Jackie Williams, Board President
Gardner Valley School

(SEAL.)

Attest:

Saba Halaby, Board Secretary
Gardner Valley School