



**HR Director's Report  
January 4, 2022**

Dear Board of Directors:

**Staffing:**

**New Hires – November & December**

Family Development – 7 (3-Home Visitors; 2-Family Advocates; 1-Temp Center Aide; 1-Floater)  
 Career & Family – 1 (Program Coordinator, Transportation)

**Turnover – November & December** - average of 118 employees including substitutes and youth.

Terminations in the months of November and December:  
 Family Development – 5 (3-Home Visitors; 1-Floater; 1-Substitute)  
 Administration – 2 (Executive Director; Payroll Specialist);

**Vacancies –**

**Family Development – as of 12/16/2021**

<i>Center</i>	<i>Open Position(s)</i>	<i>Date of Vacancy</i>	<i>Interviewing</i>	<i>Offered</i>	<i>Paper-work</i>	<i>Date In Process</i>	<i>Start Date</i>
RIVER	HS Floater Teachers Aide	12/1/21	X				
	EHS Floater Teachers Aide	12/1/21	X				
	Family Adv Long Term Temp	4/16/21	No	Applicants			
	Mental Health Counselor	4/16/21	No	Applicants			
CAMB	Home Based Visitor	12/8/21					
	EHS Assistant Teacher	10/18/21	No	Applicants			
	HS Floater Teacher's Aide	7/14/20	No	Applicants			
	Temp Center Aide	9/14/21	No	Applicants			
	HS Teachers Aide	8/19/21	No	Applicants			
DIX	HS Lead Teacher	12/24/20	No	Applicants			
	Home Visitor	12/9/21					
	Home Based Visitor (44 )	10/17/21	X				
	Temp Center Aide	9/30/21	X				
	HS Assistant Teacher	8/30/21	X				
GRAN	Specialized Sub – HV		X				
	HS Teacher	7/28/21	No	Applicants			
WH	EHS Lead Teacher	11/3/21	No	Applicants			

Career & Family Services – as of 12/22/21 Employment Counselor/Workshop Facilitator

Administration – as of 12/22/2021 Executive Director, Payroll Specialist

**Paid Family Leave –1**

**FMLA – 4**

**Disability – 1**

**Workers Comp – 0**

## HR Latest News:

### 1. NY HERO Act COVID-19 Designation Extended A Third Time

December 16, 2021

On Dec. 15, 2021, the Acting NYS Commissioner of Health, Mary T. Bassett, M.D., M.P.H., [announced](#) the third extension of the designation of COVID-19 as a “highly contagious communicable disease that presents a serious risk of harm to the public health” through Jan. 15, 2022.

As previously reported and as reiterated in the latest extension, the Commission of Health’s designation appears to rely in large part on the [CDC’s community transmission levels](#). In light of the latest surge and the emergence of the new Omicron variant, it is difficult to predict with any degree of certainty whether the transmission in New York State will fall to a “moderate” or “low” levels in the course of the next month.

Accordingly, private employers should continue to have their NY HERO Act Airborne Infectious Disease Exposure Prevention Plans in place.

L.E.A.P.’s current Airborne Infectious Disease Exposure Prevention Plan will remain in place until rescinded by the NYS Commissioner of Health as dictated by the NY HERO Act.

### 2. New York Department of Health Issues New Mask Mandate

December 10, 2021

On Dec. 10, 2021, at the direction of Gov. Kathy Hochul, the acting commissioner of the New York State Department of Health issued a new mask mandate that applies to several specific public settings, including health care and adult care facilities, K-12 schools, correctional facilities, homeless shelters and public transportation centers and hubs. Importantly, the mask mandate also includes a general provision applicable to “all indoor public places” not otherwise covered by the mandate. This general provision is broadly applicable and impacts businesses across the state.

The mandate has several specific requirements, including the following:

- All persons over the age of 2 and able to medically tolerate a face covering/mask, regardless of vaccination status, must wear an appropriate face covering/mask in any indoor public place.
- The requirement does not apply to any indoor public area that requires proof of vaccination as a condition of entry.
- “Indoor public place” is defined as any indoor space that is not a private residence.

The mandate takes effect on Monday, Dec. 13, 2021, and remains in effect until Jan. 15, 2022, at which time it will be reevaluated. Violators of the mask mandate may be subject to a maximum fine of \$1,000 per violation.

In conjunction with the mandate, the Department of Health also issued Frequently Asked Questions, which address some of the issues created by this new requirement. For example, the FAQs clarify that “indoor public places”

include publicly and privately owned public businesses such as entertainment venues, concert halls, indoor sports stadiums, recreational spaces, restaurants, office buildings, shopping centers and common areas in residential buildings.

With respect to office buildings, the FAQs state that if the office does not require proof of vaccination as a condition of entry, everyone must wear masks at all times regardless of vaccination status, except when eating, drinking or alone in an enclosed room.

The FAQs also clarify that a business may avoid the mask mandate by requiring proof of vaccination as a condition of entry. However, whichever requirement is selected, it must apply to all individuals within the business/venue's capacity, including staff, patrons, visitors and guests. A business and venue cannot utilize a "combination" requirement.

Respectfully submitted,  
Mary Jarvis-Caro