



RESOLUTION

Family and Medical Leave Insurance Program Opt-Out

WHEREAS, in November 2020, Proposition 118 was passed, which lead 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, FAMLI becomes active on January 1, 2023;

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

WHEREAS, Leman Academy (“Leman”) is a local government employer as defined under FAMLI; and

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

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

Approved and adopted this 15th day of December 2022.

Victoria Hostin, Board President
Leman

(SEAL)

Attest:

Barry Arrington, Board Secretary
Leman