



## SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

### Agenda Item Summary

Meeting Date: August 31, 2021

Agenda Section: Discussion and possible action

Agenda Item Title: Resolution of the Board Regarding Extension of Leave for Employee Quarantine

From: Israel Jimenez Executive Director of Human Resources

Additional Presenters if Applicable: NA

Description: Proposal for approval of a board resolution to extend employee Quarantine Leave during epidemic related illness or exposure.

Historical Data: Related to the previously adopted Families First Coronavirus Response Act (FFCRA), 2020.

Recommendation: Approve recommendation as presented.

Funding Budget Code and Amount: TBD



## SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

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### **Resolution of the Board Regarding Extension of Leave for Employee Quarantine**

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of South San Antonio Independent School District for purposes necessary in the conduct of the public schools as determined by the Board;

WHEREAS, the Board acknowledges that during an epidemic, District employees may be instructed not to report for work after on-site exposure;

WHEREAS, the Board finds that a need exists to address additional leave for employees who are instructed not to report for work and have exhausted all available state and local leave days;

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if they do not report for work (and have exhausted all available state and local leave days); and

WHEREAS, the Board concludes that providing additional paid leave to all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work due to an epidemic, serves the public purposes of protecting students and staff, and reducing turnover;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of South San Antonio Independent School District authorizes providing additional paid leave for all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work during an epidemic and have exhausted all available state and local leave days.

The authority granted by this resolution to provide additional paid leave for all employees instructed not to report for work provides additional leave for a maximum duration of ten (e.g., ten workdays) unless the Board takes action to authorize leave for a longer duration. A part-time employee is eligible for the number of hours of leave that the employee works on average over a two-week period unless the Board takes action authorize leave for a longer duration.

This extended leave resolution applies to all currently active employees from July 1, 2021, and expires at the end of the 2021-2022 school year and is conditioned on a mandate to provide leave under federal law. If the federal government mandates federal leave after the date of adoption, the leave provided in this resolution will expire.

**Resolution of the Board Regarding Extended Sick Leave  
for Employee Quarantine**

Adopted this 31st day of August, 2021, by the Board of Trustees.

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Ernest Arrellano Jr.  
Board President, South San Antonio Independent School District

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Shirley Ibarra  
Secretary of the Board, South San Antonio Independent School District