

**RESOLUTION 011121-1**

**ALEDO INDEPENDENT SCHOOL DISTRICT**

**BOARD OF TRUSTEES**

At a lawfully called meeting on January 11, 2021, the Aledo Independent School District Board of Trustees ("Board") does hereby make the following Resolution regarding the granting of leave to employees of the Aledo Independent School District ("District"):

**WHEREAS** the District's Board of Trustees ("Board") recognizes that the State of Texas and the United States Government have declared a disaster and emergency regarding Coronavirus/COVID-19 (hereafter "COVID-19") and its potential spread, and continue to extend these declarations;

**WHEREAS** the territory included in the District is within the areas declared a disaster and an emergency area;

**WHEREAS**, on or about March 13, 2020, the President of the United States first declared a national emergency and the Governor of the State of Texas declared a statewide disaster regarding COVID-19, both of which have been continually extended;

**WHEREAS**, the Board recognizes that COVID-19 is an unforeseen and unavoidable emergency of urgent public necessity, that the World Health Organization has declared COVID-19 a pandemic, and that additional emergency declarations have been and likely will continue to be issued in the coming days, weeks and months;

**WHEREAS** the Board and Administration are following advice and directives from federal, state, and local authorities in responding to COVID-19;

**WHEREAS**, the Board has a substantial public interest in protecting the health and safety of its students, staff, and school community, and therefore desires to protect, to the fullest extent possible, the health and safety of students, staff, and the school community considering COVID-19;

**WHEREAS**, due to the possibility of repeat exposure, employees have been or may be required to quarantine for periods after they have exhausted all available leave, including leave granted under the Families First Coronavirus Response Act ("FFCRA"), codified at 20 C.F.R. Part 826, et seq;

**WHEREAS**, at this time the FFCRA expired on December 31, 2020, any employee who has not exhausted available leave under the FFCRA will no longer be eligible to utilize the FFCRA's paid leave protections beginning on January 1, 2021;

**WHEREAS** the District's public purpose is served by promoting conscientious health choices by employees, including medical individual quarantines and leave as may be necessary to protect students, staff, and the school community;

**WHEREAS** employee benefits that help ensure employees can recuperate from COVID-19, isolate to avoid the spread of COVID-19, follow health officials' instructions, and generally help to protect the school community are essential in creating a school environment in which students can be successfully educated;

**WHEREAS** the District benefits from employees not being at District facilities when exposed to, ill from, or recuperating from COVID-19, in accordance with health department instructions, to prevent the spread of COVID-19 in the school community, because learning is negatively impacted when staff and students are ill with

COVID-19;

**WHEREAS** the Board believes the public purposes described above are fulfilled by efficiently and effectively making certain delegations, as described more fully herein, to the Superintendent to address this ever-changing emergency situation in the best interest of the health, safety, and well-being of its students, staff, school community, and the citizenship at-large; and

**WHEREAS** the Board continues to provide controls and oversight for the District expenditures and authority granted to the Superintendent herein through requiring that the Superintendent develop regulations, communicate to the Board updates regarding use of leave, and costs related to the grant of authority.

**IT IS THEREFORE RESOLVED THAT** the Board finds a substantial public purpose exists in protecting the health and safety of its students, staff, and the school community, and in taking action to help ensure that the District and its community are prepared, to the fullest extent possible, to protect the health and safety of students, staff, and school community considering COVID-19.

In furtherance of these public purposes, the Board of Trustees makes the following delegations to the Superintendent for the remainder of the 2020-21 school year:

The authority to grant paid leave to contract and non-contract employees (“COVID Extended Leave”) when:

- (1) the employee is required to quarantine pursuant to the District guidelines for “close contact” with an individual positively identified as having COVID-19;
- (2) the employee is subject to Federal, State, or local quarantine or isolation order related to COVID-19;
- (3) the employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
- (4) the employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; or
- (5) the employee is the sole caretaker of an individual who is subject to any of the three previous qualifications listed herein. Individuals who the District determines are eligible and able to telework shall not be eligible for COVID Extended Leave.

Individuals who already utilized their Families First Coronavirus Response Act Leave, either Emergency Paid Sick Leave (EPSL) or Extended Family and Medical Leave (EFML) shall not be eligible for this COVID Extended Leave unless the employee is required to. COVID Extended leave shall be capped at 10 days per employee. The Superintendent may require any employee requesting COVID Extended Leave to submit documentation that is, in the Superintendent's discretion, sufficient to show the need for COVID Extended Leave.

The authority granted by this Resolution is effective for the remainder of the 2020-21 school year unless the Board takes action to authorize continuation for a longer duration.

PASSED AND APPROVED BY THE ALEDO INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES this 11th day of January 2021.

For the Board:

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Hoyt Harris, President, Board of Trustees

ATTEST:

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Forrest Collins, Secretary, Board of Trustees