



## ALEDO ISD BOARD MEETING TEMPLATE

**MEETING DATE:** August 16, 2021

**AGENDA ITEM:** TASB Board Policy Update  
DEC(LOCAL)–Compensation and Benefits: Leaves and Absences

**PRESENTER:** Lynn McKinney, Deputy Superintendent

### **BACKGROUND INFORMATION:**

The board recently approved changes to policy DEC(LOCAL) as part of Update 117 at the July 19, 2021 board meeting. On July 21, 2021 the district received an update from TASB concerning an additional required change to this policy due to the passage of two bills from the 87<sup>th</sup> Regular Legislative Session, Senate Bill 1359 and House Bill 2073.

Even though we will receive Update 118 in late October or early November, TASB is not including these most recent changes to DEC(LOCAL) in that update. Instead, they recommend that we approve this additional update to DEC(LOCAL) now.

A summary of revisions to this policy includes:

- DEC(LOCAL)
  1. SB 1359 (effective September 1, 2021) requires a law enforcement agency that employs peace officers to develop and adopt a policy allowing the use of paid mental health leave by officers who experience a traumatic event in the scope of employment. A district that employs peace officers is subject to the requirements.

The leave policy must provide clear and objective guidelines for the granting and use of mental health leave, make the leave available without a deduction in compensation, state the number of leave days available, and detail the level of anonymity for a peace officer taking such leave. The policy may, but is not required to, list mental health services available to peace officers in the area.

2. HB 2073 (effective June 15, 2021) creates a new category of leave for individuals in certain jobs, including peace officers who are employees of a school district. The bill requires the board to develop and implement a paid quarantine leave policy for district peace officers who are ordered to isolate or quarantine because of possible or known exposure to a communicable disease while on duty.

Because the law restricts a district from reducing the person's sick leave, vacation leave, holiday leave, or other paid leave balance in connection with

paid quarantine leave under this statute, this leave is in addition to existing leave.

**FISCAL INFORMATION:**

None

**ATTACHMENTS:**

TASB Draft Proposed Board Policy:

DEC(LOCAL)–Compensation and Benefits: Leaves and Absences

**ADMINISTRATIVE RECOMMENDATION:**

None, communication item only