



## **ALEDO ISD BOARD MEETING TEMPLATE**

**MEETING DATE:** January 11, 2021

**AGENDA ITEM:** Consideration and Possible Adoption of Resolution Regarding Extension of COVID-19 Emergency Paid Sick Leave

**PRESENTER:** Sherry Taylor, Executive Director Human Resources

### **BACKGROUND INFORMATION:**

We recognize 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.

The Families First Coronavirus Response Act (FFCRA or Act) went into effect April 1, 2020 and requires certain employers to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. Leave benefits that employers are required to provide through the Families First Coronavirus Relief Act (FFCRA) expired December 31, 2020. It is uncertain as to whether Congress will extend this benefit.

The District has a substantial public interest in protecting the health and safety of 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. 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.

Due to the current surge in COVID-19 cases, we believe COVID will continue to impact the district through the upcoming winter and spring and we are asking the Board to extend the 10 days of EPSL leave for all employees who have not previously used the 10 days, through then end of the 2020-21 school year. These 10 days of paid leave can be used if an employee tests positive for COVID-19, is required to quarantine due to exposure to another person who has tested positive for COVID-19 or to care for a family member that has tested positive for COVID-19 or a minor child who is required to quarantine due to exposure to another person who tested positive for COVID-19.

**FISCAL INFORMATION:** Fiscal impact will depend on necessary use of leave by district staff.

**ATTACHMENTS:** Resolution Regarding Extension of COVID-19 Emergency Paid Sick Leave

**ADMINISTRATIVE RECOMMENDATION:** The administration recommends the Board adopt the resolution extending Emergency Paid Sick Leave through the end of the 2020-2021 school year.