

Denton Independent School District
Approval of COVID-19 Employee Emergency Relief Fund
July 28, 2020

Summary:

This item requests approval of the COVID-19 Employee Emergency Relief Fund for the school year 2020-2021.

Board Goal:

Growth & Management ... In pursuit of excellence, we will:

- Provide leadership and/or oversight to ensure Denton ISD meets all fiscal, legal and regulatory requirements
- Demonstrate effective and efficient management of district resources

Culture & Climate... In pursuit of excellence, we will

- Promote health, wellness and emotional well-being

Previous Board Action

None

Background Information

This fund would follow guidelines outlined in the existing federal law the Families First Coronavirus Response Act (FFCRA) and Family Medical Leave Act (FMLA). The fund would enable Denton ISD to compensate employees that qualify in the amount of \$1000.00.

Significant Issues

The fund allocation would be processed with the following guidelines:

- Employee has a positive diagnosis of COVID-19 with medical documentation
- Apply for and be approved for Families Medical Leave Act
- Any employee employed for more than 30 days but less than one year that would otherwise not qualify for FML would be eligible for the funding
- FML application processed upon approval submitted to Human Resources. Upon final review with Human Resources sent to Payroll for disbursement as taxable income.

Fiscal Implications

Denton ISD would reserve the sum of \$200,000 for the COVID-19 Employee Emergency Relief Fund from general fund. This fund would be drawn down over the course of the 2020-2021 school year ending June 30, 2021. Upon Board approval Denton ISD would reserve the funds and open the application process immediately for employees.

Benefit of Action

To assist employees that may be impacted by the ongoing pandemic.

Alternatives

The alternative would be for the District to not implement this fund but to seek other insurance related product to accommodate the impact of the ongoing pandemic.

Superintendent's Recommendation:

It is recommended that the COVID-19 Emergency Relief Fund be established immediately and \$200,000 be reserved which would allow the application process to open for employees for the 2020-2021 school year, ending June 30, 2021.

Staff Responsible:

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Dr. Scott Niven Chief Financial Officer
Chris Bomberger, Executive Director Child Nutrition Risk Management and Benefits

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Signature of Divisional Assistant Superintendent: _____

Signature of Superintendent: _____