

**Resolution of the Board Regarding Extension of Time to Use  
Emergency Paid Sick Leave for the 2020-2021 School Year**

**WHEREAS**, on March 13, 2020, the President of the United States issued a Proclamation on Declaring a National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak;

**WHEREAS**, on March 13, 2020, the Governor of Texas declared a state of disaster in Texas due to the spread of COVID-19 in Texas and has been renewed every month;

**WHEREAS**, on April 17, 2020, the Governor of Texas issued an Executive Order to Safely and Strategically Reopen Select Services and Activities in Texas;

**WHEREAS**, on April 27, 2020 the Governor of the State of Texas issued multiple executive orders reopening parts of the economy with limitations and adjusting the reopening plans for the State;

**WHEREAS**, the Texas Education Agency has issued multiple guidance documents on the reopening of schools and protecting the health and safety of students, their families, school staff and the community at large;

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

**WHEREAS**, the Families First Coronavirus Response Act (“FFCRA”) authorized two temporary leave benefits, including expanded FMLA leave entitlement (“Expanded FMLA”) and up to 10 days of emergency paid sick leave (“EPSL”) for specified reasons related to COVID-19;

**WHEREAS**, the entitlements under the FFCRA expired on December 31, 2020;

**WHEREAS**, the Board has a substantial public interest in protecting the health and safety of its students, staff, and community and, finds that a need exists to extend until the 2020-2021 school year, the ability of employees to avail themselves of up to 10 days total of EPSL; and

**WHEREAS**, the Board finds that 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, community, and the citizenship at-large.

**IT IS THEREFORE RESOLVED BY THE STEPHENVILLE INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES THAT:**

All the above recitals are adopted as findings of fact and are incorporated into and made a part of this resolution for all purposes. In furtherance of these public purposes, the Board of Trustees makes the following delegations to the Superintendent during the 2020-2021 school year:

1. The authority to continue to offer employees (who have not already exhausted EPSL under the FFCRA) extended EPSL through the end of June 30, 2021 (“District EPSL”) if the employee is unable to work due to a need for leave because the employee:

- a) Has been advised by a health care provider or district administrator to self-quarantine related to COVID-19; or
  - b) Is experiencing COVID-19 symptoms *and* is seeking a medical diagnosis; or
  - c) Is caring for an individual/child subject to an order or self-quarantine as described in (a)
2. The authority to act in place of the Board under Policy DEC (Local) regarding modification of employee leave days and/or creating guidelines for changes regarding use of employee absences under District EPSL, including but not limited to determining compensation entitlements of any employee who uses District EPSL and the authority to determine the required documentation for District EPSL eligibility.
  3. This resolution does not extend any Expanded FMLA provisions of the FFCRA.
  4. This resolution does not add additional EPSL leave for those employees who have already used the full 10 days under the FFCRA.

**The above Resolution is passed and adopted this 19th day of January 2021 by the Stephenville ISD Board of Trustees.**

**APPROVED:**

\_\_\_\_\_

Board President

**ATTEST:**

\_\_\_\_\_

Board Secretary