

**Resolution of the Board Regarding Extension of Leave  
during Precautionary Exclusion<sup>1</sup>**

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of Bellville Independent School District for purposes necessary in the conduct of the public schools as determined by the Board;

WHEREAS, the Board acknowledges that during an epidemic, District employees may be instructed not to report for work;

WHEREAS, the Board finds that a need exists to address additional leave for employees who are instructed not to report for work and if conditionally required per Bellville ISD’s Operational Guidelines have exhausted all applicable and available federal, state, and/or local leave days;

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if they do not report for work; and

WHEREAS, the Board concludes that providing additional paid leave to all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work due to an epidemic the public purposes of protecting students and staff, maintaining morale, and reducing turnover;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Bellville Independent School District authorizes providing additional paid leave for all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work during an epidemic and if conditionally required per Bellville ISD’s Operational Guidelines have exhausted all applicable and available federal, state, and/or local leave days;

The authority granted by this resolution to provide additional paid leave for all employees instructed not to report for work provides additional leave for the duration approved by the Bellville Independent School District Superintendent through December 31, 2020 unless the Board takes action to authorize leave for a longer duration.

Adopted this 27<sup>th</sup> day of August, 2020 by the Bellville ISD Board of Trustees.

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Presiding Officer

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Secretary

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**Resolution of the Board Regarding Employee Pay &**

**Remote Work & Pay While Idle**

WHEREAS, the Board acknowledges that the district will experience requirements for alternative work responsibilities and allowances for employees to be off-site and idle in response to the operational impact of health and safety concerns related to COVID-19 throughout the 2020-2021 school year.

WHEREAS, the Board concludes that, in order to serve students in the operational and instructional arrangements for on-site and remote instruction, and be responsive to COVID-19 related health concerns, employees may have health exceptions or be required by the district to work remotely or refrain from onsite work due to precautionary measures ordered or approved by the district.

WHEREAS, The Board concludes, that the superintendent has the authority to determine employee’s status as eligible for continued wage payments either as an idled employee or employee fulfilling remote work responsibilities. Employees under this resolution are to comply with fulfilment of roles and duties as directed by the superintendent or superintendent’s designee.

WHEREAS, the Board concludes that continuing wage payments to all regular employees—contractual and non contractual, salaried and non-salaried—whose duties may be modified as a result of the method of student instruction, precautionary directives related to health concerns, or after the emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Bellville Independent School District authorizes continued wage payments to all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work during as a mitigative measure in response to COVID-19 .

The authority granted by this resolution to continue wage payments to idled employees or employees working remotely is effective for a closure through December 31, 2020 unless the Board takes action to authorize leave for a longer duration.

Adopted this 27<sup>th</sup> day of August, 2020 by the Bellville Independent School Board of Trustees.

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Presiding Officer

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Secretary