

RESOLUTION

WHEREAS, on June 22, 2020, the Board adopted a Resolution for the Suspension of District Policy to Align with Emergency COVID-19 Legislation and Statutory Waivers (“Resolution”); and

WHEREAS, because the underlying state of emergency in Arkansas continues, the Resolution remains in effect; and

WHEREAS, on August 24, 2020, under the guidance of the State of Arkansas, the Board unanimously approved Licensed and Classified Emergency COVID Policies numbered 3.32.1 and 8.23.1, respectively, to facilitate the payment of leave authorized by the Families First Coronavirus Response Act and the Arkansas CARES Act; and

WHEREAS, absent renewal, extension or replacement of the paid leave by the State of Arkansas or the federal government, the eligibility of District employees to receive paid leave under Policies 3.32.1 and 8.23.1 have expired will-expire; and

WHEREAS, on December 14, 2020, the Board resolved to provide in-the-event-of-such expiration, the District desires to provide District employees up to ten (10) new "District COVID-19 Leave" days, at the District’s expense, to take before regular sick leave is taken in the event a District employee is unable to telework and meets any either of the following conditions:

1. The employee tests positive for COVID-19 and is ordered to quarantine by the District, a medical professional, or the Arkansas Department of Health.; or
2. The employee is ordered to quarantine as a probable close contact or a close contact by the District, a medical professional, or the Arkansas Department of Health.

WHEREAS, the District desires to amend the December 14, 2020 resolution.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE DISTRICT THAT, EFFECTIVE JANUARY 4, 2021:

1. In the event that all current government subsidized paid leave programs expire without renewal, extension or replacement, the administration of the District is authorized to provide District employees unable to telework with up to twenty (20) ten-(10) "District COVID-19 Leave" days, at the District’s expense, for either of the following events.
 - a. The employee tests positive for COVID-19 and is ordered to quarantine by the District, a medical professional, or the Arkansas Department of Health.; or
 - b. The employee is ordered to quarantine as a probable close contact or a close contact by the District, a medical professional, or the Arkansas Department of Health.; or

- c. The employee's dependent child is ordered to quarantine as a possible close contact by the District, a medical professional, or the Arkansas Department of Health and no reasonable means of childcare is available to the employee; or
 - d. The employee's dependent child's school or daycare is closed for COVID-19 purposes or has restricted the dependent from attending the school or daycare for COVID-19 purposes and no reasonable means of childcare is available to the employee.
- 2. This paid leave shall be taken before regular sick leave is taken, and it may be awarded retroactive to the date of onset of COVID-19 symptoms, provided that the employee obtains a positive test result associated with the symptoms and the absences occur on or after January 4, 2021.
- 3. This paid leave shall be taken before regular sick leave is taken, and it may be awarded retroactive to the date of onset of COVID-19 exposure, provided that the absences occur on or after January 4, 2021.
- 4. Once the twenty (20) ~~ten (10)~~ days of "District COVID-19 Leave" days are utilized by the employee, the employee will use existing sick leave (per District policy) or other forms of leave provided by the District.
- 5. The authority granted herein shall terminate at the earlier of:
 - a. The current government subsidized paid leave is renewed, extended or replaced; or
 - b. May 31, 2021.

[CERTIFICATE FOLLOWS ON NEXT PAGE]

CERTIFICATE

I, the undersigned, Secretary of the Board of Directors of the above District, certify the foregoing to be a true copy of a Resolution duly adopted by the Board at a regular (regular or special) meeting of the Board held on the 8th day of February, 2020. The Resolution appears in the official minutes of the meeting which are in my custody. At the time of the meeting the duly elected (or appointed), qualified and serving members of the Board and their respective votes on the adoption of the Resolution were as follows:

<u>Director</u>	<u>Vote</u> <u>(Aye, Nay, Abstain or Absent)</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

I further certify that the meeting of the Board was duly convened and held in all respects according to law; that to the extent required by law due and proper notice of the meeting was given to the members of the Board and to the public; that the meeting was open to the public; that a legal quorum was present throughout the meeting; that all other requirements and proceedings under the law incident to the proper adoption and passage of the Resolution have been duly fulfilled, carried out and otherwise observed; and that I am authorized to execute this Certificate.

CERTIFIED under my hand and seal of the District this _____ day of February, 2021.

(SEAL)

Secretary