

**RESOLUTION
BOARD OF TRUSTEES
COPPELL INDEPENDENT SCHOOL
DISTRICT**

Extending leaves provided under the Families First Coronavirus Response Act

WHEREAS, the Board of Trustees (“Board”) is authorized by Texas Education Code section 45.105 to expend funds of Coppell Independent School District (“Coppell ISD”) for purposes necessary in the conduct of public schools as determined by the Board, and by section 11.151 to govern and oversee the management of the public schools in the District;

WHEREAS, on March 11, 2020, the World Health Organization (“WHO”) declared the novel coronavirus (“COVID-19”) outbreak a global pandemic;

WHEREAS, on March 13, 2020, the Governor of the State of Texas declared a statewide emergency, and, later the same day, the President of the United States declared a national emergency regarding COVID-19;

WHEREAS, the Board acknowledges that during a pandemic, District employees may exhaust available state and local leave days;

WHEREAS, the President of the United States signed the Families First Coronavirus Response Act (“FFCRA”) into law on March 18, 2020. FFCRA went into effect on April 2, 2020. FFCRA provides paid leave to eligible employees for COVID-19 related reasons;

WHEREAS, the Board acknowledges that the leave options available under the FFCRA are set to expire on December 31, 2020 and no extension has been approved to date;

WHEREAS, the Board has substantial public interest in protecting the health and safety of its students, staff, and community and therefore desires to ensure that the School District and community are prepared to the fullest extent possible to protect the health and safety of students, staff, and community in light of COVID-19;

WHEREAS, the Board, through its employment policies may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.1513(c);

WHEREAS, the Board finds that a need exists to address additional leave in light of the FFCRA expiration;

WHEREAS, the Board determines continuing the emergency paid sick leave provisions of FFCRA, only past December 31, 2020 until rescinded by Board action at a duly called Board meeting, serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing and student instruction.

NOW, THEREFORE, IT IS RESOLVED THAT THE BOARD OF TRUSTEES OF THE COPPELL INDEPENDENT SCHOOL DISTRICT:

RESOLVED, that the Board of Trustees of the Coppell Independent School District authorizes the continuation of the emergency paid sick leave provisions only of FFCRA for eligible employees, as defined under the FFCRA.

RESOLVED, the use of emergency paid sick leave only shall be implemented in accordance with the legal parameters of the FFCRA after December 31, 2020.

RESOLVED, employees who have partially used their FFCRA leaves do not gain additional days under this leave, and employees who have exhausted FFCRA leaves are not eligible under this extension for additional leave.

RESOLVED, emergency paid sick leave granted will be considered a paid leave and will be designated as Family Medical Leave and counted against the 12 weeks of Family Medical Leave an employee has available to use within the applicable 12 month period.

RESOLVED, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

RESOLVED, the authority granted by this resolution to continue the emergency paid sick leave only of the FFCRA to eligible employees shall remain in effect until rescinded by Board action at a duly called Board meeting.

RESOLVED, PASSED AND APPROVED THIS THE 14th day of December 2020.

Coppell Independent School District
Board of Trustees, President

ATTEST TO:

Coppell Independent School District
Board of Trustees, Secretary