

**Garland Independent School District**

**Board of Trustees**

**Special Meeting**

**Tuesday, February 9, 2021**

**Agenda**

**5:45 PM**

I. Call to Order and Determination of a Quorum

II. This meeting is being held in accordance by order of Governor Greg Abbott's Executive Order on September 17, 2020 and the Texas Health and Human Services. These modifications are necessary to promote the health and safety of the Garland ISD community, and to comply with governmental orders, as well as guidance from health authorities.

III. Public Forum: Members of the public who wish to make comments may complete a Public Comment Participation Request in person at Harris Hill Administration Building or via email at BoardPublicComments@garlandisd.net prior to the start of the meeting indicated in the posting notice. The emailed comments will be read aloud at the meeting by a designated speaker. Emails should include the requester's name, address and the detailed topic to be read aloud. In addition, comments must be limited to issues that can be presented in a public forum and are directly related to the posted and noticed agenda items. Complaints about student discipline, specific student issues or personnel must be addressed through appropriate administrative channels, in accordance with the Texas Open Meetings Act and Board policy. For more information about public comment procedures, please review the Board Policy for Public Comment accessible at the following link: <https://pol.tasb.org/Policy/Code/364?filter=BED>.

IV. Action Item (Non Consent)

A. Consider Approval of a Resolution Allowing Staff Members Time to Receive COVID-19 Vaccine - **Dr. Gradyne E. Brown** 3

V. Executive Session: Executive session will be held for purposes permitted by Texas Open Meetings Act, Texas Government Code Section 551.001 et seq.

A. Pursuant to Texas Government Code Section 551.071, private consultation with the Board's attorney, in person or by phone, when the Board seeks the advice of its attorney about: 1) pending or contemplated litigation; 2) a settlement offer; or 3) on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter; and Pursuant to Texas Government Code Section 551.074, deliberation regarding

the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee:

VI. Reconvene from Executive Session for any possible action relative to items considered during Executive Session

VII. Adjournment



## Garland Independent School District Board of Trustees

**Date of Meeting:** February 9, 2021

**Agenda Item:** Consider Approval of a Resolution Allowing Staff Members Time to Receive COVID-19 Vaccine

**Agenda Section:** Action Item

**Administrator Responsible:** Dr. Gradyne E. Brown  
Assistant Superintendent of Human Resources

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

The Equal Employment Opportunity Commission recommends that employers strongly encourage staff to take the COVID-19 vaccine. Through the District's partnership with the Garland Health Department, District staff are receiving vaccination appointment times that occur during the workday. Receiving COVID-19 vaccinations serves a public purpose of safety. In addition, this Resolution will allow District employees to keep these appointments and receive vaccinations during the workday without a loss of financial compensation. Finally, this Resolution promotes safety and will generate goodwill on the part of the District for its employees.

This agenda item was presented to the Finance Committee for review on February 9, 2021.

**Administrative Recommendations:**

Provided for your consideration.

**A RESOLUTION OF THE BOARD OF TRUSTEES OF THE GARLAND  
INDEPENDENT SCHOOL DISTRICT ALLOWING STAFF MEMBERS  
TIME TO RECEIVE THE COVID-19 VACCINE**

**WHEREAS**, the District recognizes the value and benefit of encouraging its employees to be models for students in the District;

**WHEREAS**, the District maintains the safety of all students and staff as a top priority of the District;

**WHEREAS**, the Board is authorized by Texas Education Code section 45.105 to expend funds of Garland Independent School District (“Garland ISD” or “District”) for purposes necessary in the conduct of the public schools as determined by the Board;

**WHEREAS**, the District has previously entered into a Memorandum of Understanding with the Garland Health Department to use Homer B. Johnson Stadium as a vaccination hub for the COVID-19 vaccine;

**WHEREAS**, the Equal Employment Opportunity Commission (“EEOC”) has issued recent guidelines for employers to highly recommend vaccinations for employees. Furthermore, the District has determined that it serves a public purpose to encourage all eligible staff to receive the COVID-19 vaccine and the date and times for the vaccination appointments will largely occur during the workday;

**WHEREAS**, non-exempt and/or hourly employees will need to clock out from the District’s Kronos time-keeping system to obtain a vaccination at the vaccination hub and should not be monetarily penalized to receive the vaccine;

**WHEREAS**, this resolution is limited to time spent away from work for the employee’s vaccination only;

**WHEREAS**, the Board finds that a need exists to address wage payments for employees who will need to clock out during the work day to obtain a vaccination; and

**WHEREAS**, the Board concludes that continuing payments to all designated employees, as identified by the Superintendent or designee —contractual and non-contractual, exempt and non-exempt—who suffer a loss in pay due to clocking out to obtain vaccination serves the public purposes of maintaining morale, reducing turnover, and ensuring safety of District personnel;

**NOW, THEREFORE, BE IT RESOLVED:**

1. That the findings and recitals in the preamble of this Resolution are hereby found to be true and correct and are hereby approved and adopted.
2. The Board of Trustees of Garland Independent School District authorizes time clock corrections and payment to all designated employees, as identified by the Superintendent or designee —contractual and non-contractual, exempt and non-exempt—who must clock out to obtain a COVID-19 vaccination.

3. The authority granted by this resolution to authorize payment to nonexempt employees who must clock out to obtain vaccinations through the end of the 2020 – 2021 fiscal year unless the Board takes action to authorize payment for a longer duration or modify the resolution at a later date.
4. This time correction and payment is limited to time spent away from work for employee’s vaccination only.
5. That it is hereby found, determined and declared that a sufficient written notice of the date, time, place and subject of the meeting of the Garland ISD Board at which this Resolution was adopted was posted at a place convenient and readily accessible at all times to the general public for the time required by law preceding this meeting as required by Chapter 551, Texas Government Code, and that this meeting has been open to the public as required by law at all times during which this Resolution and the subject matter thereof has been discussed, considered and formally acted upon. The Garland ISD Board further ratifies, approves and confirms such written notice and posting thereof.
6. This Resolution shall take effect immediately upon its passage and is retro-active to February 4, 2021, the initial date of staff vaccinations.

PASSED AND ADOPTED this 9th day of February, 2021.

By:

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Robert Selders, President

ATTEST:

By:

\_\_\_\_\_  
Wes Johnson, Secretary