

**COLLEGE STATION ISD BOARD OF TRUSTEES
RESOLUTION REGARDING
COVID-19 LEAVE EXTENSION**

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of College Station 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 shall be instructed not to report for work when diagnosed with COVID-19;

WHEREAS, the Board acknowledges that during an epidemic, District employees may not be able to report for work when caring for an immediate family member diagnosed with COVID-19;

WHEREAS, the Board finds that a need exists to extend COVID-19 leave balances for employees who are instructed not to report for work when diagnosed with COVID-19 or unable to report to work when caring for an immediate family member diagnosed with COVID-19;

WHEREAS, the Board determines that employees in the circumstances described above may suffer a loss of pay if they do not report for work;

WHEREAS, the Board concludes that extending COVID-19 paid leave balances to all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work when diagnosed with COVID-19 or when caring for an immediate family member diagnosed with COVID-19, serves the public purposes of protecting students and staff, maintaining morale, and reducing turnover;

WHEREAS, the District recognizes the value and benefit to its employees and ultimately to its students based on the availability of these leave options to allow employees to prioritize their health and the health of their families and in doing so, to keep our schools safe;

WHEREAS, the public purpose of the District is served by our continued work to support our students and families during the pandemic.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of College Station Independent School District that the Administration is authorized to extend implementation of certain employee leave provisions through December 31, 2021;

The authority granted by this resolution to extend additional paid leave for all employees instructed not to report for work provides additional leave for a maximum duration of two weeks or 80 hours unless the Board takes action to authorize leave for a longer duration;

Employees who have previously exhausted leave under FFCRA or the district's extended COVID-19 leave benefits are not eligible for additional days under this resolution; and

BE IT FINALLY RESOLVED that the Board of Trustees finds that this commitment of District resources serves the District's public purpose, and that sufficient controls are in place in the form of existing eligibility requirements, benefit maximums, and limitations on leave to ensure that the District's public purpose is achieved.

This RESOLUTION is hereby APPROVED at a meeting of the College Station ISD Board of Trustees held on August 17, 2021, by a vote of ____ "for," ____ "against," and ____ abstaining.

Signed:

Attest:

President

Secretary