



College Station Independent School District

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MEMORANDUM

To: Mike Martindale, Interim Superintendent

From: Molley Perry, Chief Administrative Officer

Date: December 10, 2020

Subject: Resolution Regarding Employee Leave

Agenda Item: I-2

BACKGROUND

Leave benefits that employers are required to provide through the Families First Coronavirus Relief Act (FFCRA) will expire December 31, 2020, and at this time it is uncertain whether the federal government will extend these existing benefits. To provide ongoing support for our employees who are impacted by the pandemic and promote continued implementation of the CSISD mitigation and response plan, the district may continue these benefits through a board resolution.

The proposed resolution, effective through June 30, 2021, would extend these existing benefits for employees who are unable to work remotely and meet one of the following criteria:

1. The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19
2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19
3. The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis
4. The employee is caring for an individual who is subject to a federal, state or local quarantine or isolation order related to COVID-19 or who has been advised by a health care provider to self-quarantine due to concerns related to COVID-19
5. The employee is caring for his or her child whose school is closed or whose childcare provider is unavailable because of COVID-19 precautions
6. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services



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Benefits of the FFCRA include up to two weeks or 80 hours of paid sick leave at the regular rate of pay for reasons 1-3 or two-thirds the regular rate of pay for reasons 4-6. Additionally, employees who meet eligibility for reason six who have been employed for at least 30 calendar days are eligible for up to 10 additional weeks of family leave paid at two-thirds their regular rate. Employees who have exhausted leave under FFCRA are not eligible for additional days under this resolution.

RECOMMENDATION:

It is recommended that the College Station ISD Board of Trustees adopt the proposed resolution to regarding the extension of employee leave benefits due to the ongoing COVID-19 emergency.