

**Resolution of the Edgewood Independent School District Board of Trustees  
Regarding  
District-Provided Emergency Paid Sick Leave for Eligible District Employees**

**WHEREAS**, on March 13, 2020, the President of the United States issued a Proclamation Declaring a National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak;

**WHEREAS**, on March 13, 2020, the Governor of Texas declared a state of disaster in Texas due to the spread of COVID-19 in Texas and has been renewed every month;

**WHEREAS**, the Texas Education Agency has issued multiple guidance public health planning guidance documents on the reopening of schools and protecting the health and safety of students, their families, school staff and the community at-large;

**WHEREAS**, the Families First Coronavirus Response Act (“FFCRA”) authorized temporary leave benefits and up to 80 hours of emergency paid sick leave (“EPSL”) for specified reasons related to COVID-19;

**WHEREAS**, the entitlement for EPSL under the FFCRA began on April 2, 2020 and expired on December 31, 2020;

**WHEREAS**, the Edgewood ISD (“District”) Board of Trustees (“Board”) extended certain EPSL benefits through the end of the 2020-2021 school year, which has now expired;

**WHEREAS**, the Board has a substantial public interest in protecting the health and safety of its students, staff, and community and, finds that a need exists to provide certain EPSL benefits through the end of 2021-2022 school year, being June 30, 2022, the ability of all eligible full-time District employees that test positive for COVID-19 to avail themselves of up to 80 hours of emergency paid sick leave;

**WHEREAS**, the Board is authorized by Texas Education Code section 45.105 to expend funds of the Edgewood Independent School District for purposes necessary in the conduct of the public schools as determined by the Board; and

**WHEREAS**, the Board finds that the public purposes described above are fulfilled by efficiently and effectively making certain delegations, as described more fully herein, to the Superintendent to address this ever-changing emergency situation in the best interest of the health, safety, and well-being of its students, staff, community, and the citizenship at-large.

**IT IS THEREFORE RESOLVED BY THE EDGEWOOD INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES THAT:**

All the above recitals are adopted as findings of fact and are incorporated into and made a part of this resolution for all purposes. In furtherance of these public purposes, the Board of Trustees


makes and ratifies the following delegations to the Superintendent during the 2021-2022 school year, effective as of September 3, 2021:

1. The authority to determine that an “eligible” employee for purposes of this Resolution is a full-time employee that has been vaccinated against COVID-19, except that a full-time employee with a valid medical or religious exemption from receiving the COVID-19 vaccine as authorized by law will still be considered “eligible.”
2. The authority to offer all eligible employees that test positive for COVID-19 EPSL through June 30, 2022 (“District EPSL”) for a maximum duration of 80 hours unless the Board takes action to authorize leave for a longer duration.
3. The authority to require notarized proof of a valid medical or religious exemption from District employees requesting an exemption from receiving the COVID-19 vaccine in order to qualify as “eligible” for District EPSL.
4. The authority to offer those eligible employees who have exhausted some or all of the EPSL that was provided under the FFRCA through December 31, 2020, an additional 80 hours of EPSL beginning July 1, 2021, and ending on June 30, 2022.
5. The authority to act in place of the Board under Policy DEC (Local) regarding modification of employee leave days and/or creating guidelines for changes regarding use of employee absences under District EPSL, including but not limited to determining compensation entitlements of any employee who uses District EPSL and the authority to determine the required documentation for District EPSL eligibility.
6. The authority to create and implement administrative regulations consistent with this resolution.


FURTHER, this resolution does not extend any other EPSL or Expanded FMLA provisions of the FFCRA, and the leave provided in this resolution will expire and be superseded in the event federal EPSL benefits become available or are extended by Congress.

**Adopted and ratified this 16<sup>th</sup> day of November 2021, by the Edgewood ISD Board of Trustees.**

**APPROVED:**

  
Martha Castilla  
Board President

**ATTEST:**

  
Joseph Guerra  
Board Secretary