

Resolution

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 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 40 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 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.

WHEREAS on the 16th of November 2021 the Board of Trustees approved that the Edgewood Independent School District 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 based on Center for Disease Control (CDC) recommendations;

WHEREAS, on the 10th of August 2021 the Board of Trustees granted the Superintendent of Schools authority to create and implement administrative regulations consistent with the most recently available guidance from the Texas Education Agency, CDC, Metro Health, or other relevant governing body;

WHEREAS, the CDC released guidance on January 4, 2022 shortening the recommended time for isolation for the public;

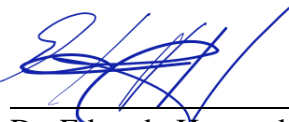
BE IT THEREFORE RESOLVED BY THE EDGEWOOD INDEPENDENT SCHOOL DISTRICT’S SUPERINTENDENT OF SCHOOLS AS AUTHORIZED BY RESOLUTION OF THE BOARD OF TRUSTEES ON AUGUST 10TH, 2021 THAT:

1. A need continues to exist to provide certain EPSL benefits through the end of 2021-2022 school year, June 30, 2022;
2. And based on the most recent CDC guidance to reduce the quarantine period based on certain criteria;
3. And 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”;
4. Edgewood I.S.D. will offer all eligible employees that test positive for COVID-19 EPSL through June 30, 2022 (“District EPSL”) a maximum duration of 40 hours of COVID-19 leave; and that
5. Qualification will 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.

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.

Authorized and ratified this 6th day of January 2022, by the Edgewood ISD Superintendent of Schools by authority granted by the Board of Trustees through resolution adopted by Board action on the 10th day of August 2021.

APPROVED:



Dr. Eduardo Hernandez
Superintendent of Schools