RESOLUTION OF THE JUDSON INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

COUNTY OF BEXAR §
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STATE OF TEXAS §

At a lawfully called meeting on September 15, 2022, the Judson Independent School District Board of Trustees ("Board") does hereby make the following Resolution regarding the granting of leave to employees of the Judson Independent School District ("District"):

WHEREAS, the District's Board of Trustees ("Board") recognizes that the State of Texas and the United States Government have declared a disaster and emergency regarding Coronavirus/COVID-19 (hereafter "COVID-19") and its potential spread, and continue to extend these declarations;

WHEREAS, the territory included in the District is within the areas declared a disaster and an emergency area;

WHEREAS, on or about March 13, 2020, the President of the United States first declared a national emergency and the Governor of the State of Texas declared a statewide disaster regarding COVID-19, both of which have been continually extended;

WHEREAS, the Board and Administration are following advice and directives from federal, state and local authorities in responding to COVID-19;

WHEREAS, the Board has a substantial public interest in protecting the health and safety of its students, staff, and school community, and therefore desires to protect, to the fullest extent possible, the health and safety of students, staff, and the school community in light of COVID-19;

WHEREAS, in accordance with current public health guidance for COVID-19 Prevention in K-12 schools, the Center for Disease Control ("CDC") recommends that, "schools should... allow flexible, non-punitive, and supportive paid sick leave policies and practices that encourage sick workers to stay home without fear of retaliation, loss of pay, or loss of employment level...";

WHEREAS, employee benefits that help ensure employees can recuperate from COVID-19, isolate to avoid the spread of COVID-19, follow health officials instructions, and generally help to protect the school community are essential in creating a school environment in which students can be successfully educated;

WHEREAS, the District benefits from employees not being at District facilities when ill from, or recuperating from COVID-19, in accordance with health department instructions, to prevent the spread of COVID-19 in the school community, because learning is negatively impacted when staff and students are ill with COVID-19;

WHEREAS, the Board continues to provide controls and oversight for District expenditures by requiring that the Superintendent communicate to the Board updates regarding use of leave, and costs related to the granting of leave.

IT IS THEREFORE RESOLVED THAT the Board finds a substantial public purpose exists in protecting the health and safety of its students, staff, and the school community, and in taking action to help ensure that the District and its community are prepared, to the fullest extent possible, to protect the health and safety of students, staff, and school community in light of COVID-19.

In furtherance of these public purposes, the Board of Trustees creates additional leave for the 2022-23 school year as outlined below:

The authority to grant paid leave to contract and non-contract employees ("COVID Extended Leave") when the employee is test confirmed to have COVID-19. In order for the employee's leave to be eligible, employee must provide proof of a positive COVID-19 test for the employee within three (3) days of advising the District of the need for leave. Without proof of testing positive for COVID-19, employee's leave will be taken from their state or local leave pursuant to Board Policy.

COVID Extended Leave shall be capped at five (5) days per eligible employee. The leave is retroactive to July 1, 2022. The Superintendent shall develop administrative regulations surrounding the implementation of the leave in accordance with current state and federal law.

The authority granted by this Resolution is effective until June 30, 2023, unless the Board takes action discontinue this authority, or to authorize continuation for a longer duration.

PASSED AND APPROVED BY THE JUDSON INDEPENDENT SCHOOL DISTRICT BAORD OF TRUSTEES this 15th day of September, 2022.

For the Board:

President, Board of Trustees

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Secretary, Board of Trustees