

**THE BOARD OF TRUSTEES OF THE AZLE
INDEPENDENT SCHOOL DISTRICT**

Board Resolution for Creation of COVID-19 Relief Leave

WHEREAS, the Coronavirus (COVID-19) pandemic continues to affect school operations as it spreads across Texas and the world; and

WHEREAS, through circumstances beyond their control, certain District employees may be forced to miss workdays due to required isolation after contracting the COVID-19 virus; and

WHEREAS, the Board recognizes that the unique circumstances created by the COVID-19 pandemic may place an unexpected financial burden on employees; and

WHEREAS, the Board recognizes that many employees have taken all reasonable steps available to avoid contracting the virus and being absent from duty; and

WHEREAS, the Board finds a public purpose will be served by granting eight (8) days of additional local paid leave to those employees who contract COVID-19, by demonstrating support of its employees, enhancing employee morale, supporting the retention of employees, and protecting the health of employees.

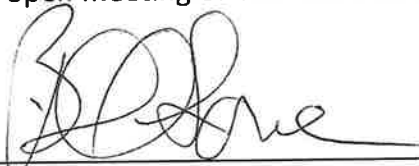
Now therefore be it resolved by the Board that:

1. The findings and recitals outlined above are found to be true and correct and are hereby approved and adopted; and
2. The Board of Trustees of the Azle Independent School District hereby determines that (1) the additional local paid leave serves a public purpose; (2) it retains sufficient control over the expenditures to ensure the public purpose is served; and (3) it will receive a return benefit in exchange for such payments; and
3. The Board finds that a public purpose and a benefit to the Azle ISD exists to compensate District employees for up to eight (8) workdays (based on the employee's regularly scheduled hours) missed between July 1, 2021, and June 30, 2022, for the following reasons: (1) the employee tests positive for COVID-19 resulting in absence from work; or (2) the employee is absent from work in order to provide care for his or her minor child who is prohibited from attending his or her normal daycare or school due to the child testing positive for COVID-19. The Board finds that this expenditure is necessary and appropriate in the conduct of the public schools as provided by Texas Education Code § 45.105(c); and
4. In order to qualify for receipt of this leave, an employee must present acceptable documentation showing that the employee or the employee's minor child has tested positive for COVID-19 and either (1) documentation showing the employee's status as

fully vaccinated against COVID-19 (if employee is seeking leave for his/her own positive test result); or (2) acceptable documentation from the employee's treating physician advising that the employee should not receive the vaccine due to an existing medical condition; and

5. Employees include individuals employed in a permanent position (not a temporary or substitute position) who qualify for State Personal and Local Leave in accordance with Board Policy DEC (Local); and
6. No additional paid leave will be granted after exhaustion of the eight (8) additional local leave days; and
7. The Board hereby suspends the operation of Board Policies DEA (Local) and DEC (Local) only to the extent necessary to effect the purposes of this Resolution; and
8. This Resolution shall automatically expire on June 30, 2022 unless extended by action of the Board; and
9. The Board hereby authorizes the Superintendent to take whatever steps reasonably necessary to fulfill the purposes of this Resolution, including the creation of additional requirements or procedures for an employee to request this leave and making determinations regarding employee eligibility for this leave.

Adopted by the vote of the majority of members of the Board of Trustees of the Azle ISD present and voting at an open meeting of the Board on the 20th day of September 2021, at which a quorum was present:

BY: 
Board President

BY: 
Board Secretary