

**RESOLUTION OF THE
KARNES CITY INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

COUNTY OF KARNES §
 §
STATE OF TEXAS §

At a lawfully called meeting on July 28, 2022, the Karnes City Independent School District Board of Trustees (“Board”) does hereby make the following Resolution regarding the granting of leave to employees of the Karnes City Independent School District (“District”):

WHEREAS, the 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 recognizes that COVID-19 is an unforeseen and unavoidable emergency of urgent public necessity, that the World Health Organization has declared COVID-19 a pandemic, and that additional emergency declarations have been and likely will continue to be issued in the coming days, weeks and months;

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, in addition to quarantining individuals that are confirmed or presumed to have COVID-19, that asymptomatic individuals who are not fully vaccinated and come in “close contact” with an individual who is confirmed positive for COVID-19 should quarantine;

WHEREAS, in an effort to support that guidance, the CDC states 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, due to the possibility of repeat exposure, employees have been or may be required to quarantine for periods after they have exhausted all available leave;

WHEREAS, at this time the FFCRA expired on December 31, 2020;

WHEREAS, the District's public purpose is served by promoting conscientious health choices by employees, including medical individual quarantines and leave as may be necessary to protect students, staff, and the school community;

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 exposed to, 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 believes 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, school community, and the citizenship at-large; and

WHEREAS, the Board continues to provide controls and oversight for the District expenditures and authority granted to the Superintendent herein through requiring that the Superintendent develop regulations, communicate to the Board updates regarding use of leave, and costs related to the grant of authority.

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 makes the following delegations to the Superintendent effective July 1, 2022 for the remainder of the 2022-23 school year:

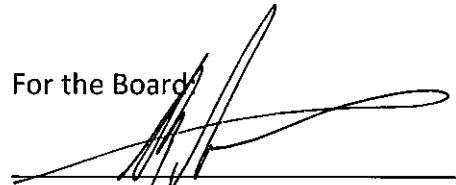
The authority to grant paid leave to contract and non-contract employees ("COVID Extended Leave") when: (1) the employee is test confirmed to have COVID-19 by a medical professional including the District's head nurse; and (2) if the employee is required to quarantine, pursuant to the District's COVID plan, for "close contact" with an individual positively identified as having COVID-19.

COVID Extended leave shall be capped at 5 days per employee for the school year. 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 to discontinue this authority, or to authorize continuation for a longer duration.

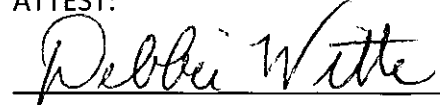
PASSED AND APPROVED BY THE KARNES CITY INDEPENDENT SCHOOL DISTRICT BAORD OF TRUSTEES this ____ day of July, 2022.

For the Board



President, Board of Trustees

ATTEST:



Secretary, Board of Trustees

