

**RESOLUTION OF THE  
AMARILLO INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES**

COUNTY OF AMARILLO

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STATE OF TEXAS

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At a lawfully called meeting on July 27, 2020, the Amarillo Independent School District Board of Trustees ("Board") does hereby make the following Resolution regarding the granting of leave to employees of the Amarillo 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 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 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**, the District closed campuses at the end of the 2019-20 school year, and is starting school for the 2020-2021 school year with some students physically returning to school and others continuing to engage in remote learning;

**WHEREAS**, initial return-to-school survey results indicate over 24,000 students plan to return to school for in-person instruction;

**WHEREAS**, Texas Education Code § 45.105 authorizes the Board to expend funds of the District for purposes necessary in the conduct of public schools, as determined by the Board;

**WHEREAS**, COVID-19 has created a more complex and demanding educational environment than is typically required of educators and employees, and requires efforts above and beyond what is typically required of educators and employees;

**WHEREAS**, employees who are new to the District or have experienced recent health or other personal issue are likely to have little to no available State or local leave, or vacation time;

**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 approval of this Resolution will not result in an increase in salary for employees;

**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 for the 2020-21 school year:

The authority to develop Administrative Regulations permitting the use of up to thirty (30) District business days of paid leave ("COVID Extended Leave") for any benefit-eligible employee following quarantine/isolation orders, who has received a positive COVID-19 diagnosis, and/or is hospitalized due to COVID-19. Such leave shall be available only after the exhaustion of all paid federal leave (*i.e.* Families First Coronavirus Response Act leave of up to two weeks/80 hours) for which the employee is eligible, and shall not exceed thirty (30) District business days. Employees who are eligible and physically able to telework shall not be eligible for COVID Extended Leave.

The Superintendent may grant additional paid leave to an employee experiencing catastrophic illness due to COVID-19. "Catastrophic illness" is defined as prolonged hospitalization or recovery, or COVID-19 related illness expected to result in disability or death.

The authority granted by this Resolution is effective until December 31, 2020, unless the Board takes action to authorize continuation for a longer duration.

PASSED AND APPROVED BY THE AMARILLO INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES this 27<sup>th</sup> day of July, 2020.

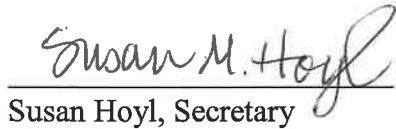
For the Board:

A handwritten signature in cursive script, reading "Robin Malone", written over a horizontal line.

Robin Malone

President, Board of Trustees

ATTEST:

A handwritten signature in cursive script, reading "Susan M. Hoyl", written over a horizontal line.

Susan Hoyl, Secretary