

**Resolution of the Board Regarding Extension of Leave  
During COVID-19 Pandemic**

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of Venus Independent School District for purposes necessary in the conduct of the public schools as determined by the Board;

WHEREAS, Texas Education Code 11.151 gives the Board of Trustees the exclusive power and duty to govern and oversee the management of the public schools of the District;

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

WHEREAS, the Board has a substantial public interest in protecting the health and safety of its students and staff by having Employees who test positive for COVID-19 not to be at work;

WHEREAS, the Board acknowledges that during the pandemic, District employees may decide voluntarily not to report to work in order to quarantine after exposure;

WHEREAS, the pandemic continues and the Board believes it is in the best interest of the District that those who test positive for COVID-19 should not be at work;

WHEREAS, paying regular employees for time missed because they have a positive COVID-19 test result will enhance morale, reduce employee turnover, and will reduce student absences;

WHEREAS, the Board finds that a need exists to address additional leave for employees who are instructed not to report for work due to a positive COVID-19 test result;

WHEREAS, the Board finds that a need exists to address the use of available state and local leave days for employees who voluntarily quarantine due to potential exposure to COVID-19 or to care for someone who is positive for COVID-19;

WHEREAS, the Board concludes that providing additional *paid* leave to all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work due to a COVID positive diagnosis serves the public purposes of protecting students and staff, and reducing turnover; and

WHEREAS, the Board concludes that allowing employees who voluntarily decide not report to work due to exposure to a positive case or to care for someone who has a positive COVID-19 diagnosis may use their available state and local leave days to quarantine.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Venus Independent School District authorizes providing up to 10 additional paid leave days from the date of onset of COVID-19 symptoms for all regular employees—salaried and non-salaried—who provide evidence of a positive COVID-19 test result. The availability for this additional leave is retroactive to August 5, 2021 through the remainder of the 2021-2022 school year.

IT IS FURTHER RESOLVED that employees who voluntarily decide not report to work due to exposure to a positive case or to care for someone who has a positive a COVID-19 diagnosis may use their available state and local leave days to quarantine up to 10 consecutive work days. However, no additional state and local leave days will be granted after exhaustion of the employee's available leave.

IT IS FURTHER RESOLVED that in the event the state or federal government provides for additional COVID-19 leave after the date of this Resolution, any additional leave days granted that are taken pursuant to this Resolution will be deducted from any additional COVID-19 leave granted by the federal or state government, unless otherwise prohibited by law. This resolution shall automatically expire on the effective date of any Act of the United States Congress or Texas Legislature, modifying, extending or renewing COVID-19 related leave, or creating any substantially similar leave entitlement, and, in any event, shall expire no later than May 31, 2022.

Adopted this 31<sup>st</sup> (date) day of August (month), 2021 (year), by the Board of Trustees.



Presiding Officer



Secretary