

**Nazareth ISD BOE
Regular Meeting
September 8, 2021**

The meeting was called to order by President Marty Gerber at 7:33 p.m. Other members present were Vice President Mac Annen, Secretary Marty Gerber, Alan Birkenfeld, Jennifer Heiman Keith Hoelting, and Jenny Schulte. Mitchell Brockman was unable to attend. Also present was Principal Robert O'Connor and Superintendent Dr. Kara Sue Garlitz. The prayer was led by Marty, the pledge by Keith, and the mission statement was read by Mac.

Under Principal's Reports, Mr. O'Connor discussed enrollment, presented important dates on upcoming calendar, and gave an academic update which includes state, region and local STAAR/EOC score comparisons, an update on HB 4545, and a longitudinal look at test results in relation to COVID-19.

Dr. Garlitz presented the Superintendent's Report, which included the regular reports of District's current bills, financial reports, 4th quarter report, bank reconciliations, Castro CAD monthly tax collection, transportation report, facilities and operations report. Approval of the check lists, financial reports, and quarterly report will be considered under the Consent Agenda.

Cash flow and investments were presented. The pledged securities with Peoples Bank were reported and presented. Castro County Appraisal District reported that 99.45% of current M&O taxes and 99.46% of current I&S taxes have been collected.

Dr. Garlitz presented the current substitute list for current year was presented for information. She also presented Castro County 4-H and AQRA as continuing extracurricular activities and Felice Acker and Jane Bagley as adjunct faculty members. Also presented was the appraisal calendar for 2021-2022. These will be considered under the Consent Agenda.

Dr. Garlitz presented administrative changes to the 2021-2022 school calendar, and the Attendance Procedures Handbook. Updates for this year included specifications and clarifications addressing findings from the attendance audit. These along with the approval of a donation from the Education Foundation will be included under the Consent Agenda.

Teambuilding training with Region 16 was discussed. The Panhandle Area Association of School Boards is conducting a training/meeting at Region 16 on October 7, 2021. A meal will be served at 6:30 PM.

A motion to approve the Consent Agenda including the August 11 regular meeting minutes, August 25 special meeting minutes, 4th quarter report, financial reports, current check payment lists, to continue the adoption of Castro County 4-H and AQHA as extracurricular activities, to continue with Felice Acker and Jane Bagley as adjunct faculty, the 2021-2022 appraisal calendar, the Attendance Procedures Handbook updates, administrative changes to the school calendar, and accepting a \$15,000 donation from the Education Foundation as presented/corrected, made by Alan. The motion was seconded by Jennifer, and the motion carried 6-0.

Keith made a motion to approve the District of Innovation Plan Renewal as presented by the SBDM Committee. It was seconded by Mac, and the motion carried 6-0.

Jennifer made a motion and Mac seconded it to adjourn. The motion passed unanimously.

The meeting adjourned at 9:55 p.m.


Marty Gerber, BOE President
Jenny Schulte, BOE Secretary

**RESOLUTION RELATING TO
THE EXTENSION OF EMERGENCY PAID SICK LEAVE**

At a lawfully called Board meeting on September 13, 2021, the Board of Trustees (the "Board") of the Nazareth Independent School District (Nazareth ISD") does hereby make the following Resolution regarding the provision of local emergency paid sick leave, and other matters incident and related thereto:

WHEREAS, the President of the United States on March 13, 2020, issued a proclamation declaring a "National Emergency Concerning the Novel Coronavirus Disease ("COVID-19") Outbreak" recognizing the threat of COVID-19 to public health;

WHEREAS, the Governor of the State of Texas on March 13, 2020, certified that COVID-19 posed an imminent threat of disaster, and in accordance with the authority vested in the Governor by Section 418.014 of the Texas Government Code, the Governor declared a state of disaster for all counties in Texas (the "Disaster Declaration");

WHEREAS, the Governor on August 29, 2021, issued a proclamation renewing the declaration stating the novel coronavirus (COVID- 19) poses an imminent threat of disaster for all counties in Texas.

WHEREAS, to address the ongoing potential impact of COVID-19 the U.S. Congress passed the Families First Coronavirus Response Act ("FFCRA") which provides employees dealing with specific COVID-19-related issues with emergency paid sick leave ("EPSL") or expanded family and medical leave ("EFML") for specific qualifying reasons;

WHEREAS, EPSL guaranteed two weeks of paid sick leave at the employee's regular rate of pay when the employee was unable to work because the employee: (1) was subject to Federal, State, or local quarantine or isolation order; (2) had been advised by a health care provider to self-quarantine; (3) experienced symptoms of COVID-19 and had sought a medical diagnosis; (4) was caring for an individual subject to Federal, State, or local quarantine or isolation order or had been advised by a health care provider to self-quarantine; or (5) was caring for his/her child if the child's school or place of care had been closed or unavailable due to COVID-19 precautions;

WHEREAS, the EPSL parameters were ostensibly designed to ensure that employees dealing with ramifications from potential COVID-19 exposure would not be compelled to return to work, potentially spreading the virus further within the school community;

WHEREAS, the FFCRA and the leave established therein expired on December 31, 2020, and the mandatory leave provided by the FFCRA was not extended or reauthorized;

WHEREAS, by Resolution dated January 20, 2021, the District extended EPSL through the 2020-21 school year, and no longer than June 30, 2021;

WHEREAS, as the State of Texas continues to grapple with the effects of COVID-19, the Texas Education Agency has issued Public Health Guidance for the safe operation of schools during the 2021-2022 school year, including steps to control the spread of COVID-19 that requires

schools to exclude all staff from attending school who are actively sick with COVID-19, suspected of being actively sick with COVID-19 or have tested positive for COVID-19;

WHEREAS, the District believes that the EPSL benefit established by the FFCRA served to ensure the health and safety of employees, students, and the community, by permitting employees personally dealing with COVID-19 to take leave before returning to work;

WHEREAS, the District believes that providing a Local EPSL benefit for the 2021-2022 school year would continue to serve the important public policy aims outlined above, and would serve to protect the District against the unnecessary spread of COVID-19 by permitting employees who are personally dealing with sickness from COVID-19 exposure to take leave before returning to work;

NOW BE IT THEREFORE RESOLVED that the statements contained in the preamble of this Resolution are true and correct and adopted as findings of fact and operative provisions hereof;

NOW BE IT THEREFORE FURTHER RESOLVED that the Nazareth ISD Board of Trustees finds the following:

1. A public purpose in protecting the health and safety of its students, staff, and the school community provides sufficient justification for extending and renewing the availability of a Local EPSL benefit to all employees through the end of the 2021-2022 school year.
2. Due to Congress not reauthorizing or extending the mandatory leave under the FFCRA beyond December 31, 2020, Nazareth ISD will offer employees 10 days of local paid leave consistent with EPSL (Local EPSL) through the end of the 2021-2022 school year and no longer than June 30, 2022. Such 10 days of Local EPSL shall be available to all employees for the 2021-2022 school year.
3. This authorization of 10 days of Local EPSL as contemplated herein is available to only those employees who, in accordance with the Texas Education Agency Public Health Guidance, must be excluded from school premises because they are actively sick with COVID-19, suspected of being actively sick with COVID-19 or have tested positive for COVID-19 and are unable to work remotely.
4. The Board will continue to provide controls and oversight for the District expenditures and the Superintendent through requiring the Superintendent to: develop regulations for employee eligibility for use of Local EPSL, update the Board regarding use of such leave, and report to the Board the costs related to the renewal of Local EPSL.
5. Should Congress act to reauthorize the mandatory leave requirements of the FFCRA, or authorize a law that provides for federally mandated paid sick leave concerning COVID-19, the District will comply with any directives of the law, and this Resolution will be null and void to the extent it would provide for duplicative paid leave benefits.

NOW BE IT THEREFORE FURTHER RESOLVED that the District's Board of Trustees expressly authorizes the Superintendent of Schools to take any and all action necessary to carry out the wishes of the Board as expressed in this Resolution.

This resolution shall be in full force and effect from and after its passage, and it is so resolved.

PASSED AND APPROVED ON THIS 13TH DAY OF SEPTEMBER, 2021.



BOARD PRESIDENT



BOARD SECRETARY