

**Nazareth ISD BOE  
Regular Meeting  
January 20, 2021**

The meeting was called to order by President Marty Gerber at 7:32 p.m. Other members present were Vice President Mac Annen, Secretary Jenny Schulte, Alan Birkenfeld, Jennifer Heiman, Keith Hoelting, and Mitchell Brockman. Also present was Principal Robert O'Connor and Superintendent Dr. Kara Sue Garlitz. The prayer was led by Alan, the pledge by Jenny and the mission statement was read by Jennifer.

Under the Principal's Reports, Mr. O'Connor included enrollment/attendance information, a calendar of upcoming events, and an academic update.

Dr. Garlitz presented the Superintendent Report, which included the regular reports of District's current bills, financial reports, bank reconciliations, Castro CAD monthly tax collection, transportation, facilities and operations, and personnel. It also included the upcoming BOE election in May 2021, the Early Childhood Literature and Mathematics Plan, the College Career Military Readiness Plan, a COVID-19 update, an update on the Castro County SpEd Coop SSA, and upcoming training opportunities.

Approval of the check lists and financial reports 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 92.21% of current M&O taxes and 92.12% of current I&S taxes have been collected.

Dr. Garlitz gave an update on facilities and operation and transportation. We are still waiting on requested quotes on several upcoming projects. The School Safety grant rekeying project was completed over the holiday break. Nothing major reported under personnel.

Important dates for the upcoming School Board Election for May 1, 2021 were discussed. Two positions or terms currently held by Keith Hoelting and Jenny Schulte are up for this election. Application packets have been available as of January 13.

A motion to approve the Consent Agenda including the December 9, 2020 regular meeting minutes, financial reports, current check payment lists, the Early Childhood Literature and Math Plan, and the College, Career, and Military Readiness Plan was made by Mitchell. The motion was seconded by Mac and the motion carried 7-0.

After Dr. Garlitz explained the expiration of the Family First Coronavirus Response Act as of December 31, the board discussed possible options on extending the Emergency Paid Sick Leave to employees for the remainder of the school year. Mac made the following motion, *"I move that the Board adopt the resolution, as presented, authorizing the extension of Emergency Paid Sick Leave to the end of this school year due to circumstances arising from COVID-19 and the expenditure of district funds therefore, and further authorize the Superintendent and the District's administration to take any and all further action necessary to carry out the Resolution."* The motion was seconded by Mitchell and it carried 7-0.

Jennifer made a motion to move the Regular March Board Meeting to Monday, March 8. The motion was seconded by Mac, and the motion carried 7-0.

The board entered into closed session at 9:25 pm under section(s) 551.074 in accordance with the Texas Open Meeting Act. The board exited closed session at 10:30 pm

Time was provided for closing comments or further questions.

Jenny made a motion and Alan seconded it to adjourn. The motion passed unanimously.

The meeting adjourned at 10:35 p.m.

  
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Marty Gerber, BOE President  
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Jenny Schulte, BOE Secretary

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

At a lawfully called Board meeting on January 20, 2021, the Board of Trustees (the "Board") of the Nazareth Independent School District (Nazareth ISD") does hereby make the following Resolution regarding the extension of 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, as the State of Texas continues to grapple with the effects of COVID-19, lawmakers have rolled out numerous laws, requirements, and guidelines for the safe operation of schools during the 2020-2021 school year, including steps to control the spread of COVID-19;

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 FFCRA was not extended or reauthorized;

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 who dealing with the ramifications of potential COVID-19 exposure to take leave before returning to work;

WHEREAS, the District believes the extending EPSL benefit beyond the December 31, 2020 expiration of FFCRA, and through the remainder of the 2020-2021 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;

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 EPSL to all eligible employees through the end of the 2020-2021 school year.
2. Due to Congress not reauthorizing or extending the FFCRA beyond December 31, 2020, Nazareth ISD will continue to offer employees local paid leave consistent with EPSL (Local EPSL), who meet all qualifications for EPSL through the end of the 2020-2021 school year and no longer than June 30, 2021. Such Local EPSL shall be available to all employees, including those who previously utilized EPSL under the FFCRA.
3. This authorization of Local EPSL as contemplated herein shall operate to the same extent provided in the FFCRA, including all limitations and qualifications on use, for those employees who are not allowed on school premises and are unable to work remotely.
4. The Board will continue to provide controls and oversight for the District expenditures and the authority granted to the Superintendent herein through requiring the Superintendent to develop regulations, update the Board regarding use of leave, and report to the Board the costs related to the authorization of Local EPSL.
5. This resolution does not extend or authorize any EFML provisions of the FFCRA; consequently, any and all EFML entitlements under the FFCRA ceased as of December 31, 2020.
6. Should Congress act to reauthorize 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 13<sup>TH</sup> DAY OF JANUARY, 2021.

  
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PRESIDENT OF THE BOARD

  
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BOARD SECRETARY