

**Resolution of the Board Regarding Extension of Leave
During Precautionary Exclusion**

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

WHEREAS, the Board acknowledges that during an epidemic, District employees may be instructed not to report for work; **(or decide voluntarily not to report to work)**;

WHEREAS, the Board finds that a need exists to address additional leave for employees who are instructed not to report for **work (or decide voluntarily not to report to work) (and have exhausted all available state and local leave days)**;

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if they do not report for work **(or decide voluntarily not to report to work) (and have exhausted all available state and local leave days)**; and

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 an epidemic **(or decide voluntarily not to report to work)**, serves the public purposes of protecting students and staff, maintaining morale, and reducing turnover;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Ector County Independent School District authorizes providing additional paid leave for all regular employees – contractual and noncontractual, salaried and non-salaried – who are instructed not to report to work during an epidemic **(or decide voluntarily not to report to work) (and have exhausted all available state and local leave days)**.

The authority granted by this resolution to provide additional paid leave for all employees instructed not to report for work **(or who decide voluntarily not to report to work)** provides additional leave for a maximum duration of 10 days unless the Board takes action to authorize leave for a longer duration.

To ensure an employee's voluntary exclusion serves the public purpose of protecting students and staff, employees requesting additional leave must show cause for voluntary exclusion from work such as potential exposure to virus or travel in a high-risk area.

Adopted this 17th day of March, 2020, by the Board of Trustees.

Dr. Donna Smith, President

Mrs. Tammy Hawkins, Secretary