



College Station Independent School District

*Success...each **life**...each **day**...each **hour***

MEMORANDUM

To: Mike Martindale, Superintendent *Mike*
From: Molley Perry, Chief Administrative Officer *Molley Perry*
Date: January 12, 2022
Subject: Resolution Regarding Employee Leave
Agenda Item: I-1

BACKGROUND

Initial benefits providing additional leave days for employees impacted by the pandemic as required by the Families First Coronavirus Relief Act (FFCRA) expired on December 31, 2020. Through board action, a resolution was approved on December 15, 2020, providing an extension of these benefits through June 30, 2021. An additional extension of these benefits was approved by the Board on August 14, 2021, extending these benefits through December 31, 2021.

Due to the recent resurgence of COVID-19 cases in our community, CSISD employees are continuing to be impacted by COVID-19. It is proposed that the district extend supplementary leave benefits for employees who are unable to work remotely and meet one of the following criteria:

1. The employee is required to isolate due to a diagnosis of COVID-19, or
2. The employee is caring for an immediate family member as defined by board policy DEC(LOCAL) who is required to isolate due to a diagnosis of COVID-19

These benefits include up to two weeks or 80 hours of paid sick leave at the regular rate of pay.

Employees who have previously exhausted leave under FFCRA or the district's extended COVID-19 leave benefits are not eligible for additional days under this resolution. New employees are eligible to receive the benefits described within the resolution. These benefits are retroactive for those employees eligible for leave within these provisions between January 1, 2022 and the date of the adoption of the resolution.

RECOMMENDATION:

It is recommended that the College Station ISD Board of Trustees adopt the proposed resolution to extend employee leave benefits due to the ongoing COVID-19 pandemic.