

**Resolution of the Lubbock ISD Board of Trustees  
Regarding Extension of Time to Use  
Emergency Paid Sick Leave (EPSL) for the 2020-2021 School Year**

**WHEREAS**, on March 13, 2020, the President of the United States issued a Proclamation on Declaring a National Emergency Concerning the Novel Coronavirus Disease (COVID-19) Outbreak;

**WHEREAS**, on March 13, 2020, the Governor of Texas declared a state of disaster in Texas due to the spread of COVID-19 in Texas and has been renewed every month;

**WHEREAS**, on April 17, 2020, the Governor of Texas issued an Executive Order to Safely and Strategically Reopen Select Services and Activities in Texas;

**WHEREAS**, on April 27, 2020, the Governor of the State of Texas issued multiple executive orders reopening parts of the economy with limitations and adjusting the reopening plans for the State;

**WHEREAS**, the Centers for Disease Control (“CDC”) and the Texas Education Agency (“TEA”) have issued multiple guidance documents on the reopening of schools and protecting the health and safety of students, their families, school staff, and the community at large;

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

**WHEREAS**, the Families First Coronavirus Response Act (“FFCRA”) authorized the temporary leave benefit of up to 80 hours of Emergency Paid Sick Leave (“EPSL”) for specified reasons related to COVID-19;

**WHEREAS**, the entitlements of EPSL under the FFCRA apply from April 2, 2020, through December 31, 2020; and

**WHEREAS**, the Board has a substantial public interest in protecting the health and safety of its students, staff, and community and, finds that a need exists to extend through the 2020-2021 school year, the ability of employees of the District to avail themselves of up to 80 hours of EPSL if required to quarantine due to direct exposure to COVID-19 through close contact with a COVID-19 positive within the District/workplace as verified through contact tracing by the Health Services Department of the District.

**NOW, THEREFORE, BE IT RESOLVED:**

All the above recitals are adopted as findings of fact and are incorporated into and made a part of this Resolution for all purposes. In furtherance of these public purposes, the Board of Trustees makes the following delegations to the Superintendent during the remainder of the 2020-2021 school year:

1. The authority, in the event the FFCRA authorization of EPSL is not extended by Congress, to continue to offer employees EPSL through the end of June 30, 2021, for the reason of quarantine due to direct exposure to COVID-19 through close

contact with a COVID-19 positive within the workplace as verified through contact tracing by the Health Services Department of the District (“District EPSL”), except that:

- Employees who have already exhausted EPSL under FFCRA will not be eligible for any additional EPSL/District EPSL;
2. This Resolution does not extend any Expanded FMLA (“EFML”) provisions of the FFCRA. Therefore, if such benefits are not extended by Congress, they will cease on December 31, 2020.

**The above Resolution is passed and adopted this \_\_\_\_ day of January 2021 by the Lubbock  
ISD Board of Trustees.**

**APPROVED:**

\_\_\_\_\_  
Zach Brady,  
Board President

**ATTEST:**

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Beth Bridges  
Board Secretary