

**Regular School Board Meeting**  
**January 19, 2021**

**Minutes of the Regular School Board Meeting of the Board of Trustees of the San Felipe Del Rio Consolidated Independent School District held Tuesday, January 19, 2021 in the Student Performance Center and Administration Building Auditorium, 315 Griner Street, Del Rio, Texas. THIS MEETING WAS CONDUCTED BY VIDEO CONFERENCE IN ACCORDANCE WITH THE GOVERNOR'S AUTHORIZATION CONCERNING SUSPENSION OF CERTAIN OPEN MEETING LAW REQUIREMENTS FOR COVID-19 (CORONAVIRUS) DISASTER.**

Members of the public were able to access this meeting by viewing it on the San Felipe Del Rio CISD webpage, Spectrum Digital Channel #1301, and San Felipe Del Rio CISD YouTube Channel.

**CALL TO ORDER AND ROLL CALL**

Mr. Raymond P. Meza called this Regular School Board Meeting to order at 6:00 p.m.

Mrs. Diana Gonzales called roll and confirmed a quorum was present.

<u>Trustee</u>	<u>Present</u>	<u>Absent</u>	<u>Late Arrival</u>
Mr. Alfredo Contreras		X	
Mrs. Diana Gonzales	X		
Ms. Amy N. Haynes	X		
Mrs. Linda Guanajuato-Webb	X		
Mr. Raymond P. Meza	X		
Mr. Joshua D. Overfelt	X		
Mr. Kenneth Smith		X	

Others present: Dr. Carlos H. Rios, Mrs. Aida Gomez, Mrs. Aidee Garcia, Mrs. Sandra T. Hernandez, Mr. Leslie Hayenga, Ms. Amy Childress and others.

A few minutes of silence was observed for personal reflection.

The Pledge of Allegiance to the Flag of the United States of America was recited.

**RECOGNITIONS**

A. School Board Appreciation  
 (Dr. Carlos Rios)

1. Proclamation – School Board Appreciation Month

Dr. Rios read and presented the Texas Proclamation from Governor Greg Abbott to honor the School Board Members and to recognize January 2021 as School Board Recognition Month.

## 2. Presentation

Vanessa Luna, Representative of TSTA, thanked, congratulated and presented a small token of appreciation to all School Board Members.

This year's theme was "Navigating the Storm". Board Members enjoyed presentations by: Isabel Gutierrez (4<sup>th</sup> grade student) and Joshua Gutierrez (2<sup>nd</sup> grade student) representing the Elementary Campuses; Kendall Carter who represented DRMS and SFMMS; Alyssa Torres, DRHS Student Council President and Claudia Lopez Cruz, Parent Representative, both who represented DRHS

Board President, Mr. Meza, addressed the members of the School Board that he has served alongside with. He expressed his gratitude to all the board members for their continued support especially during these trying times.

## CITIZENS TO BE HEARD

None

## REPORTS

- A. Resilient Schools Support Program (RSSP) and the National Institute of Excellence in Teaching (NIET) Partnership.  
(Aida Gomez)
- Purpose of the Texas Education Agency Resilient School Support Program Grant
  - National Institute for Excellence in Teaching
  - RSSP Goals
  - RSSP Campus Participants
  - Fall Timeline and Activities
  - Elementary Power Moves
  - Learning Walk Letters
  - NIET Core Team Campuses
- B. Presentation on HB3 EC and CCMR Goals.  
(Aida Gomez)
- Early Childhood Literacy Board Outcome Goal
  - Early Childhood Math Board Outcome Goal
  - CCMR Board Outcome Goal
- C. Presentation of Construction Documents for New Elementary Campus (GOERO International, LLC)  
(Les Hayenga)

Octavio Cantu with GOERO Architects presented the illustrated construction documents of the new elementary school.

- Site Plan
- Floor Plan
- Rendered Elevations
- Interior Finishes
- Probable Cost of Construction
- Schedule

D. Presentation on Texas Teacher Evaluation and Support Systems (TTESS) Waiver.  
(Aidee Garcia)

- On December 10, 2020, TEA announced that due to the circumstances related to COVID-19, each district is being provided with the opportunity to submit and Educator Appraisal Waiver.
- Teacher evaluations will go through the full TTESS evaluation cycle which consists of a pre-conference, observation and post-conference. Due to the impact COVID-19, teachers will have the opportunity to waive the evaluation during the post-conference.
- The summative conference will only consist of the Goal Setting and Professional Development Plan (GSPD). Student Learning Objectives will not be evaluated.

E. Presentation on Emergency Paid Sick Leave EPSL Resolution.  
(Aidee Garcia)

- The provisions of federal Families First Coronavirus Response Act (FFCRA) which authorized the additional Emergency Paid Sick Leave (EPSL) expired on December 31, 2020.
- The EPSL paid eligible employees up to two weeks (80 hrs./10 days) of paid sick leave if an employee was not able to work from home.
- Due to the high COVID cases in the community, it is probable that District employees may continue to be instructed not to report to work in order to quarantine after exposure to a person infected with COVID-19 or if the employee is lab-confirmed positive.
- Administration is recommending to extend the EPSL under qualifying events and circumstances previously authorized by the FFCRA, except under the circumstance outlined in the presentation.

Board members asked that data be gathered through the HR department to see how employees have exhausted their days and a report of staff that has been quarantined.

F. Nita M. Lowey 21<sup>st</sup> Century Community Learning Centers Grant.  
(Aida Gomez)

Mrs. Gomez shared with the Board of Trustees that SFDRICSD is aggressively applying for one of the approximately 40 CCLC grants that will be awarded in efforts to respond to the learning needs of our students, especially after the COVID-19 Pandemic school closures and remote instructional limitations. The Grant will focus around the following criteria:



- Quantifiable Needs
- Program Assurances
- Interest Survey

The Grant application will be submitted on Thursday, January 21, 2021.

G. COVID-19 Update/Discussion  
(Dr. Carlos Rios)

Dr. Rios reported to the Board of Trustees the following:

- Elementary campuses have about 100 students attending school on campus with the exception of Lonnie Green Elementary, who has approximately 200 students on campus.
- A Press Release will be issued stating that although the situation has not improved in the community, the school district is ready to serve students that need to return to school face-to-face.
- For now, extracurricular activities have been suspended until further notice.

Mr. Overfelt sent a heartfelt thank you to the parents for keeping their students on online learning at home during the past two weeks.

Mrs. Guanajuato-Webb expressed that teacher and staff vaccination is a high priority.

Ms. Haynes inquired if the District was still well stocked on masks and sanitizers, etc. to protect our staff and students. Dr. Rios assured that we are well stocked with those items.

## CONSENT AGENDA

A. Minutes from the Meetings  
Recommended Action: Approval

1. December 14, 2020 – Public Hearing/Regular School Board Meeting.

B. Financial Statements  
(Ms. Amy Childress)  
Recommended Action: Approval

1. Consideration to approve amendment for all funds as of December 31, 2020. Monthly financial status reports for all funds as of December 31, 2020 are included for information purposes only.

C. Awarding of Bid/RFP/RFQ Items  
(Ms. Paula Johnson)  
Recommended Action: Approval

1. RFP 21-15 Burglar and Fire Alarm Systems
2. RFP 21-15a Evaluation for Burglar and Fire Alarm Systems

D. Tax Refunds  
 (Ms. Amy Childress)  
 Recommended Action: Approval

1. Consideration to approve Tax Collection Refunds in the amount of \$9,051.42 for the month of December 2020.

E. Donations  
 (Ms. Amy Childress)  
 Recommended Action: Approval

1. Lifetouch Studios - \$182.38 – Del Rio Middle School – 8<sup>th</sup> Grade.
2. Lifetouch Studios - \$182.37 – Del Rio Middle School - 8<sup>th</sup> Grade.
3. Liza Pam Padilla – One (1) \$100.00 Gift Card – Irene C. Cardwell Elementary.
4. Troop 255 Boys Scouts – One (1) Thanksgiving Basket with a total estimated value of \$75.00 – Irene C. Cardwell Elementary.
5. Val Verde County 4H – Seven (7) Thanksgiving Baskets with a total estimated value of \$350.00 – Irene C. Cardwell Elementary.
6. Val Verde Republican Party – Five (5) Thanksgiving Baskets with a total estimated value of \$250.00 – Irene C. Cardwell Elementary.
7. Del Rio Christian Fellowship – Twenty-Five (25) Thanksgiving Baskets with a total estimated value of \$450.00 – Irene C. Cardwell Elementary.
8. Chick-Fil-A – Twenty-Nine (29) Gift Cards with a total estimated value of \$94.97 – Del Rio Middle School – 8<sup>th</sup> Grade.
9. Buffalo Wings & Rings – Fifteen (15) Gift Cards with a total estimated value of \$101.85 – Del Rio Middle School – 8<sup>th</sup> Grade.
10. Ramada Inn – Ten (10) Gift Bags with a total estimated value of \$400.00 – Del Rio Middle School – 8<sup>th</sup> Grade.
11. Don Marcelino's – Eleven (11) Gift Cards with a total estimated value of \$36.59 – Del Rio Middle School – 8<sup>th</sup> Grade.
12. Mr. Gatti's Pizza – Ten (10) Buffet Cards with a total estimated value of \$158.92 – Del Rio Middle School – 8<sup>th</sup> Grade.
13. Skillet Del Rio – One (1) Gift Card with a total estimated value of \$20.00 – Del Rio Middle School – 8<sup>th</sup> Grade.
14. Hot Buns Home Bakery – Eighteen (18) cupcakes and hot chocolate bombs with a total estimated value of \$65.00 – Del Rio Middle School – 8<sup>th</sup> Grade.
15. Money Concepts – Christmas Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$500.00 – Irene C. Cardwell Elementary.
16. Ashley Furniture – Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$350.00 – Irene C. Cardwell Elementary.
17. Christmas Around the World – Christmas Gifts, Clothing and Toys to Eight (8) Families with a total estimated value of \$900.00 and Ten (10) Jackets with a total estimated value of \$200.00 – Irene C. Cardwell Elementary.
18. Del Rio Christian Fellowship – Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$250.00 – Irene C. Cardwell Elementary.



19. Vanessa Salas & Raquel Torres Photography – Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$300.00 – Irene C. Cardwell Elementary.
20. Border Federal Credit Union – Christmas Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$100.00 – Irene C. Cardwell Elementary.
21. Money Concepts - Christmas Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$350.00 – Irene C. Cardwell Elementary.
22. Liza Juarez - Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$300.00 – Irene C. Cardwell Elementary.
23. Cadena Family Practice – Twenty-Seven (27) Buckets of Popcorn for each family from the Adopt-A-Family Project with a total estimated value of \$200.00 – Irene C. Cardwell Elementary.
24. Cadena Family Practice - Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$250.00 – Irene C. Cardwell Elementary.
25. United States Border Patrol Del Rio Sector - Gifts, Clothes and Toys for Ten (10) Families from the Adopt-A-Family Project with a total estimated value of \$2,000.00 – Irene C. Cardwell Elementary.
26. Christmas Around the World – Christmas Gifts, Clothes and Toys for Two (2) Families from the Adopt-A-Family Project with a total estimated value of \$189.00 – Irene C. Cardwell Elementary.
27. Jorge & Gloria Salinas – One (1) Ham for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$50.00 – Irene C. Cardwell Elementary.
28. American G.I. Forum – Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$178.00 – Irene C. Cardwell Elementary.
29. Amistad Physical Therapy Center - Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$220.00 – Irene C. Cardwell Elementary.
30. The Money Box – Christmas Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$125.00 – Irene C. Cardwell Elementary.
31. Juanita Mauricio – Christmas Gifts, Clothes and Toys for One (1) Family from the Adopt-A-Family Project with a total estimated value of \$150.00 – Irene C. Cardwell Elementary.
32. Buffalo Wings & Rings – Fifty (50) Free Kids Meal Coupons with a total estimated value of \$264.50 – Dr. Fermin Calderon Elementary.
33. Yadira Hernandez – Two (2) \$15.00 Starbucks Gift Cards with a total estimated value of \$30.00 – Del Rio Middle School – 7<sup>th</sup> Grade.
34. Skillets of Del Rio – Two (2) \$10.00 Gift Cards with a total estimated value of \$20.00 – Del Rio Middle School – 7<sup>th</sup> Grade.
35. First Christian Church – Toys with a total estimated value of \$500.00 – San Felipe Memorial Middle School.
36. Del Rio Police Department – Ten (10) Children Winter Jackets and Ten (10) Stuffed Animals with a total estimated value of \$246.00 – Garfield Elementary.

37. Component Maintenance Director – Seventy (70) Toys with a total estimated value of \$1,400.00 – Irene C. Cardwell Elementary.
38. SFDR CISD Future Business – Fifty (50) Blankets and One Hundred (100) Toys with a total estimated value of \$500.00 – Irene C. Cardwell Elementary.
39. Jessica Longo – Christmas Gifts, Clothes and Toys for One (1) Family from the Adopt-A- Family Project with a total estimated value of \$100.00 – Irene C. Cardwell Elementary.
40. Correa's Body Shop – Three (3) \$10.00 Rudy's BBQ Gift Cards with a total estimated value of \$30.00 – Del Rio Middle School – 7<sup>th</sup> Grade.
41. Jorge Jurado – Four (4) \$10.00 Sonic Gift Cards and One (1) \$10.00 Chick-Fil-A Gift Card with a total estimated value of \$50.00 – Del Rio Middle School – 7<sup>th</sup> Grade.
42. Contrails Coffee LLC (Curtis Kurtz) – Two (2) \$10.00 Contrails Coffee Gift Cards with a total estimated value of \$20.00 – Del Rio Middle School – 7<sup>th</sup> Grade.
43. The Tactical Bakery – Four (4) \$10.00 Gift Certificates with a total estimated value of \$40.00 – Del Rio Middle School – 8<sup>th</sup> Grade.
44. Frosted Kitchen – Three (3) Dozens Cupcakes with a total estimated value of \$45.00 – Del Rio Middle School – 8<sup>th</sup> Grade.
45. TX Crafty Corner – Two (2) T-shirts with a total estimated value of \$36.00 – Del Rio Middle School – 8<sup>th</sup> Grade.

F. Purchase Order over \$25,000.00

1. Consideration to approve Purchase Order over \$25,000.00 to Weaver Technologies in the amount of \$134,137.50 (Funding Source: Budgeted CTE State Funds – Reference ILQ 21-02; DIR-TSO-3763) to purchase desktops and laptops for multiple CTE programs.  
(Aida Gomez)  
Recommended Action: Approval
2. Consideration to approve Purchase Order over \$25,000.00 to Renaissance Learning Inc., in the amount of \$53,682.68 (Funding Source: 276 Instructional Continuity and 289 Part A Student Support Academics Grants) for campus online subscriptions of the myON Reader and News Article Program.  
(Aida Gomez)  
Recommended Action: Approval
3. Consideration to approve Purchase Order over \$25,000.00 with Skyward in the amount of \$171,486.50 (Funding Source: General Funds) for the district's annual licenses.  
(Amy Childress)  
Recommended Action: Approval

G. Contracts over \$5,000.00 – *There are no items for this meeting.*

H. Second Reading and Adoption of Policy Revisions – *There are no items for this meeting.*



- I. Quarterly Investment Report  
(Amy Childress)  
Recommended Action: Approval

Consideration to approve Quarterly Investment Report as of November 30, 2020.

Vote taken by roll call, motion carried unanimously.

Guanajuato-Webb – Motion to approve consent agenda  
Overfelt – Second the motion  
Haynes – “Aye”  
Gonzales – “Aye”  
Meza – “Aye”

Moved up item:

## **BUSINESS AND FINANCE**

- A. Consideration to approve Comprehensive Annual Financial Report for the 2019-2020 Fiscal year.  
(Amy Childress)  
Recommended Action: Approval

Mr. Mike Brotherton, with Belt Harris Pachecek, presented the SFDRCID Annual Financial Audit. Mr. Brotherton thanked our CFO, Amy Childress, and her team for a job well done. Mr. Brotherton pointed out that two common findings this year that were due to COVID were: Budget overage and underspending. Overall, Mr. Brotherton pointed out that the District has a healthy balance of government funds.

Vote taken by roll call, motion carried unanimously.

Gonzales – Motion to approve consent agenda  
Guanajuato-Webb – Second the motion  
Meza – “Aye”  
Overfelt – “Aye”  
Haynes – “Aye”

## **CURRICULUM AND INSTRUCTION**

- A. Consideration to approve the HB3 EC and CCMR Goals for the 2021 - 2025 school years as required by the Texas Education Agency.  
(Mrs. Aida Gomez)  
Recommended Action: Approval

Vote taken by roll call, motion carried unanimously.

Guanajuato-Webb – Motion to approve this agenda item  
Gonzales – Second the motion  
Meza – “Aye”



Overfelt - "Aye"  
Haynes - "Aye"

## TECHNOLOGY AND OPERATIONS

- A. Consideration to approve the Construction Documents provided by GOERO International, LLC for the design of the new elementary school campus.  
(Les Hayenga)  
Recommended Action: Approval

Vote taken by roll call, motion carried unanimously.

Overfelt - Motion to approve this agenda item  
Haynes - Second the motion  
Guanajuato-Webb - "Aye"  
Meza - "Aye"  
Gonzales - "Aye"

## HUMAN RESOURCES

- A. Consideration to approve the submission of the 2020 - 2021 Educator Appraisal Waiver to the Texas Education Agency.  
(Aidee Garcia)  
Recommended Action: Approval

Vote taken by roll call, motion carried unanimously.

Guanajuato-Webb - Motion to approve this agenda item  
Gonzales - Second the motion  
Meza - "Aye"  
Haynes - "Aye"  
Overfelt - "Aye"

- B. Consideration to approve the submittal of application for Impact Aid.  
(Aidee Garcia)  
Recommended Action: Approval

Vote taken by roll call, motion carried unanimously.

Overfelt - Motion to approve this agenda item  
Guanajuato-Webb - Second the motion  
Meza - "Aye"  
Gonzales - "Aye"  
Haynes - "Aye"

- C. Consideration to approve the Resolution regarding Extension for Emergency Paid Sick Leave.  
(Aidee Garcia)  
Recommended Action: Approval

There was discussion regarding the number of absences an employee has taken due

to COVID infections and/or for being quarantined. Dr. Rios will review the data and make an addendum to the resolution if needed.

Vote taken by roll call, motion carried unanimously.

Gonzales – Motion to approve this agenda item

Guanajuato-Webb – Second the motion

Meza – “Aye”

Haynes - “Aye”

Overfelt - “Aye”

**STUDENT SERVICES** – *There are no items for this meeting.*

**SECURITY** – *There are no items for this meeting.*

The board adjourned into executive session at 8:01 p.m.

### **CLOSED SESSION**

If, during the course of any duly posted meeting, the Board of Trustees determines that a closed or executive session is required regarding an item posted on the Agenda, that session will be held on any or all subjects and purposes permitted by Sections 551.071, 551.072, 551.073, 551.074, 551.076, 551.082, 551.0821, 551.084, 551.087 of the Government Code (The Texas Open Meetings Act). If a final vote is required on any matter considered in the closed or executive session, it shall be taken either upon the reconvening of the public session covered by this notice or at a subsequent, duly posted, public meeting as the Board shall determine.

A. Pursuant to Govt. Code Section 551.074: Personnel Matters and 551.071: Consultations with Attorney

1. Discussion to approve the Personnel Report to include the following:
  - New Hires
  - District Vacancies: Retirements/Resignations/Reassignments
2. Discussion to approve the position of Registered Nurse at North Heights Elementary School.

The board reconvened at 8:42 pm.

### **RECONVENE TO OPEN SESSION**

The Board may vote upon, and/or take action as to, any or all of the items considered under “Closed Session”.

A. Consideration to approve the Personnel Report to include the following:

- New Hires
- District Vacancies: Retirements/Resignations

(Mrs. Aidee Garcia)

Recommended Action: Approval



Rogelio Dominguez Jr.  
 CTE Business Technology Teacher  
 Start Date: January 20, 2021

Del Rio Middle School – 8<sup>th</sup> Grade  
 Probationary Contract

Karina Santos  
 4<sup>th</sup> Grade Teacher  
 Effective Date: December 21, 2020

Garfield Elementary  
 Probationary Contract

Krystl Floyd  
 Science Teacher  
 Effective Date: December 17, 2020

Early College High School  
 Probationary Contract

Vote taken by roll call, motion carried unanimously.

Haynes – Motion to approve this agenda item  
 Overfelt – Second the motion  
 Guanajuato-Webb - “Aye”  
 Meza - “Aye”  
 Gonzales – “Aye”

- B. Consideration to approve the position of Registered Nurse at North Heights Elementary School.  
 (Mrs. Aidee Garcia)  
 Recommended Action: Approval

Josefa J. Santiago  
 Registered Nurse

North Heights Elementary  
 Probationary Contract

Vote taken by roll call, motion carried unanimously.

Guanajuato-Webb – Motion to approve recommendation as presented  
 Haynes – Second the motion  
 Overfelt – “Aye”  
 Meza – “Aye”  
 Gonzales – “Aye”

## **SUPERINTENDENT’S REPORT**

- A. Selection of Date for Operations Workshop.  
 (Dr. Carlos Rios)

ERO Architects have completed the design of DRHS.  
 There are other projects to be discussed.

Tentative Date for the Operations Workshop is February 11, 2021.

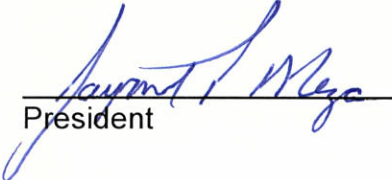
## **ADJOURNMENT**

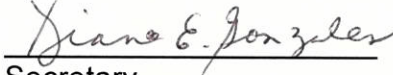
Mr. Raymond Meza made the recommendation to adjourn the meeting.

Vote taken by roll call, motion carried unanimously.

Guanajuato-Webb – Motion to approve recommendation as presented  
Overfelt – Second the motion  
Meza – “Aye”  
Haynes – “Aye”  
Gonzales – “Aye”

The meeting adjourned at 8:48 p.m.

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary



## SAN FELIPE DEL RIO

*Consolidated Independent School District*

P.O. DRAWER 428002

DEL RIO, TEXAS 78842

**Resolution of the Board Regarding Extension of Leave for Employee Quarantine**

WHEREAS, the Board of Trustees is authorized by Texas Education Code section 45.105 to expend funds of the San Felipe Del Rio Independent Consolidated School District for purposes necessary for the conduct of the public schools as determined by the Board;

WHEREAS, the San Felipe Del Rio Consolidated Independent School District (the "District") has always been and will remain committed to providing the best possible educational opportunities for its students while at the same time being good stewards of its resources;

WHEREAS, in response to the COVID-19 pandemic, the federal government implemented the Families First Coronavirus Response Act (FFCRA) which authorized Emergency Paid Sick Leave (EPSL) for certain qualifying events and circumstances related to COVID-19, but expired without renewal by Congress on December 31, 2020;

WHEREAS, the Board acknowledges that during the continued COVID-19 epidemic, District employees may ***be instructed not to report to work in order to quarantine after exposure to person infected with COVID-19 or lab confirmed;***

WHEREAS, the Board finds that a need exists to address leave for employees consistent with that was previously available under the FFCRA for employees who ***may be instructed not to report to work and they have not used the maximum amount of Emergency Paid Sick Leave provided by the FFCRA;***

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of San Felipe Del Rio Consolidated School District authorizes providing **paid** leave for all regular employees—contractual and noncontractual, salaried and non-salaried—who have not used their **Emergency Paid Sick Leave** prior to December 31, 2020 and ***may be instructed not to report to work in order to quarantine after exposure to COVID-19 or lab confirmed.***

*BE IT FURTHER RESOLVED that the District will continue to offer employees the following protections for current qualifying events and circumstances previously authorized by the FFCRA, except that:*

- a. *Employees who have already exhausted leave under the FFCRA prior to December 31, 2020;*
- b. *The authority granted by this resolution to provide additional (paid or unpaid) leave for all employees **who may be instructed not to report to work in order to quarantine after***

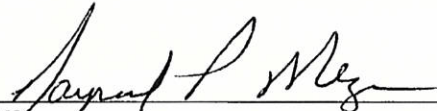
EQUAL OPPORTUNITY EMPLOYER

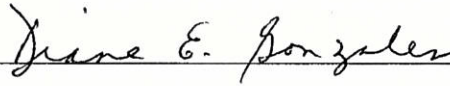
Telephone: (830) 778-4000

**exposure or lab-confirmed** provides additional leave for a maximum duration of 80 hours (e.g., ten workdays) unless the Board takes action to authorize leave for a longer duration. Such leave shall be capped at the same rates set forth in the FFCRA.

- c. This authorization expires at the end of the COVID-19 pandemic, (If federal leave becomes available the leave provided in this resolution will expire) unless this authorization is revoked sooner, or extended by the Board of Trustees

Adopted this 19th (date) day of January (month), 2021 (year), by the Board of Trustees.

  
\_\_\_\_\_  
Presiding Officer

  
\_\_\_\_\_  
Secretary