

Henderson County Board of Education
Resolution to Grant Additional Emergency Leave for COVID-19 Pandemic

WHEREAS, Henderson County Board of Education policies 03.1232 and 03.2232, provide full-time certified and classified employees ten (10) days of sick leave with pay each school year. Certified and classified employees with less than a full year contract receive a prorated part of the authorized sick leave days calculated to the nearest ½ day; and

WHEREAS, due to the emergency conditions existing due to the COVID-19 pandemic, during the 2020-2021 school year, employees may find themselves subject to isolation and quarantine orders to mitigate the spread of COVID-19; and

WHEREAS, these orders may prevent employees from being allowed to work for periods of up to fourteen (14) calendar days, or more, depending on their diagnosis, symptoms, risk of transmitting the contagious disease, and ever-changing guidance from federal, state, and local health officials; and

WHEREAS, the Henderson County Board of Education has determined that during the 2020-2021 school year additional leave may be necessary to for employees subject to isolation and quarantine orders.

NOW, THEREFORE: In response to the COVID-19 pandemic, and within the parameters of Kentucky Revised Statute 161.155, be it resolved that:

On Motion of _____, seconded by _____, the Board hereby **RESOLVES AND ORDERS** as follows:

1. With approval by the Superintendent or Director of Human Resources, emergency leave may be granted to employees on a day-by-day basis for full-time or full-year contract certified and classified employees, as needed, for the following reasons related to the COVID-19 pandemic:
 - a. The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
 - b. The employee has been advised by a health care provider to self-quarantine because of COVID-19;
 - c. The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;
 - d. The employee is caring for a member of the immediate family subject to or advised to quarantine as described above;
 - e. The employee is caring for his or her child whose school or place of care is closed (or childcare provider is unavailable) due to COVID-10 related reasons; or
 - f. The employee is experiencing another substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.
2. Persons employed on a full-year contract but scheduled for less than a full workday shall receive the authorized emergency leave days equivalent to their normal working day.
3. Employees who have been approved for COVID-19 Emergency Leave shall be paid sick leave at the rates and subject to the maximum allowable amounts set forth in the Families First Corona Virus Response Act, based on the qualifying reason for leave, subject to the following exception to the allowable rate of pay:
 - a. If an individual is requesting leave to care for an immediate family member that is subject to quarantine due to exposure that occurred through school-related activities, including

extracurricular and athletic activities, the individual shall receive 100% of the employee's regular rate of pay.

- b. If an individual is requesting leave to care for an immediate family member that is subject to quarantine due to exposure that has occurred outside of school-related activities, the individual shall receive 2/3 of the employee's regular rate of pay.
4. Employees may be subject to more than one quarantine or isolation order during the 2020-2021 school year and shall submit a separate COVID-19 (Coronavirus) Emergency Leave Request for consideration for each event.
5. This Resolution is adopted in response to the current COVID-19 pandemic and shall be limited to the 2020-2021 school year.

WHEREUPON, this the_____day of December, 2020, Chairman Baird declared the Resolution adopted, affixed her signature and the date thereto and ordered that the same be recorded.

Lisa Baird, Chairman
Henderson County Board of Education

ATTEST:

Dr. Bob Lawson, Secretary Henderson
County Board of Education