

**A RESOLUTION of the Henderson County Board of Education
Relating to Quarantine Leave, Emergency Leave and Work from Home Options
during the 2021-2022 School Year**

WHEREAS, on March 6, 2020, the Governor issued Executive Order 2020-215, declaring a state of emergency throughout Kentucky pursuant to his power under the Kentucky Constitution and KRS Chapter 39A regarding the threats to public health presented by the Novel Coronavirus (COVID-19) pandemic; and

WHEREAS, due to the emergency conditions existing due to the COVID-19 pandemic, during the 2021-2022 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 ten (10) 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, 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, on August 5, 2021, the Kentucky Board of Education (KBE) approved a new emergency regulation numbered 702 KAR 1:191E, authorizing a new form of paid employee leave to be provided by local boards of education to certain eligible employees relating to COVID-19 exposure quarantine during the 2021-2022 school year under the specific terms of the regulation; and

WHEREAS, the regulation provides local boards and district leadership with discretion as to several aspects of implementation of the regulation; and

WHEREAS, the Henderson County Board of Education has determined that during the 2021-2022 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 and Director of Human Resources, emergency sick leave or a work from home option 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 medical provider, health department or school district 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; or

- e. 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 sick leave days equivalent to their normal working day. Employees shall submit the appropriate forms and documentation to be considered for this type of leave. This shall include written documentation from the entity placing the employee or family member in quarantine, if requested.
3. Employees may use up to ten (10) days total (emergency sick leave days or work from home days) under this resolution.
4. Should an employee exhaust the ten (10) days of emergency sick leave or work from home days and need additional leave, s/he may petition for additional leave by providing additional documentation and submitting the appropriate form for approval consideration by the Superintendent and Director of Human Resources.
5. The ten (10) days of emergency sick leave granted in this Resolution shall be in addition to the mandatory paid leave, authorized by 702 KAR 1:191E, for vaccinated employees that are placed on quarantine during the 2021-2022 school year.
6. This Resolution is adopted in response to the current COVID-19 pandemic and shall be limited to the 2021-2022 school year.
7. Leave granted pursuant to this Resolution shall not accumulate or carry over beyond the 2021-2022 school year and shall not be transferrable to any other classification of paid leave established by statute or board policy.

WHEREUPON, this the ____ day of August, 2021, Chairman Waller declared the Resolution adopted, affixed his signature and the date thereto and ordered that the same be recorded.

Michael Waller, Chairman
Henderson County Board of Education

ATTEST:

Dr. Bob Lawson, Secretary
Henderson County Board of Education