# A Resolution of the Todd County Board of Education Relating to Quarantine Leave during the 2021-22 School Year

**WHEREAS**, due to emergency conditions existing due to the COVID-19 pandemic, during the 2021-22 school year, employees may find themselves subject to isolation and quarantine orders to mitigate the spread of COVID-19; and

**WHEREAS**, Todd 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; 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 2021-22 school year under the specific terms of the regulation; and

**WHEREAS**, the Todd County Board of Education has determined that during the 2021-22 school year additional leave may be necessary for employees subject to positive and potential prolonged COVID-19 diagnosis, isolation and/or 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 of the Superintendent, up to five emergency “Covid Leave” days may be granted to employees on a day-by-day basis for full-time or full year contract certified and classified employees, who show proof of being fully vaccinated for the following reasons related to the COVID-19 pandemic:
   1. The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
   2. The employee has been advised by a medical provider, health department or school district to self-quarantine because of COVID-19;
   3. The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; or
   4. The employee is caring for a household family member subject to or advised to quarantine as described above.
   5. Only one of four entities must determine the employee needs to be quarantined; a medical professional, the local health department, the state Department for Public Health or the employing district. The employee cannot solely determine the need for quarantine in order to access this leave.
   6. If an employee is quarantined by one of the entities above, in order to be eligible to access this paid leave, the employee must be fully vaccinated or exempt from vaccination due to a prior disability or a sincerely held religious belief.
   7. Documentation may be required to be provided to the district for the quarantine of the employee by a medical or health provider. If the district determines the quarantine, the district must provide the documentation to the employee of the determination.
   8. Quarantined leave is only available for the employee’s quarantine, not family members. Other district leave may be available for a family member who is quarantined.
   9. The district may require an employee on quarantine to get tested in accordance with the U.S. Centers for Disease Control and Prevention (CDC) guidance in order to facilitate a possible earlier end to the quarantine time.
   10. The district may determine that an employee can fulfill their job responsibilities remotely during quarantine. If so, this leave would not be available. For example, an asymptomatic employee who works in central office and can do their work remotely.
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 eligible 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 five (5) days total of emergency Covid Leave under this Resolution only after the staff member has exhausted all other sick days.
4. The five (5) days of emergency Covid Leave granted in this Resolution shall be in addition to the mandatory paid leave, authorized by 702 KAR 1:191E, for fully vaccinated employees that are placed on quarantine during the 2021-22 school year. These days are only available for staff who are fully vaccinated and they are only accessible after the staff member has exhausted all of their sick days.
5. This Resolution is adopted in response to the current COVID-19 pandemic and shall be limited to the 2021-22 school year.
6. Leave granted pursuant to this Resolution shall not accumulate or carry over beyond the 2021-22 school year and shall not be transferable to any other classification of paid leave established by statute or board policy. The days will not appear in the balance of sick days record on the employee’s bimonthly pay record.

WHEREUPON, this the 10th day of January, 2022, Board Chairman Harris declared the Resolution adopted, affixed his signature and the date thereto and ordered that the same be recorded.

Eric Harris, Board Chairman

Todd County Board of Education

ATTEST:

Mark Thomas, Superintendent