

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF THE CROWLEY INDPENDENT SCHOOL DISTRICT  
TO PROVIDE EMPLOYEES SICK LEAVE OPTION FOR COVID-RELATED ILLNESS**

**WHEREAS**, due to the prolific nature of the COVID-19 virus, the likelihood of Crowley ISD employees required to quarantine for a period of up to ten (10) days may drastically increase during the 2021-2022 school year.

**WHEREAS**, Crowley ISD employees are provided five (5) days of non-discretionary sick leave and five (5) days of discretionary personal leave annually for an accumulation of ten (10) days of annual personal leave;

**WHEREAS**, Crowley ISD employees are currently docked pay upon exhaustion of their accumulated personal leave;

**WHEREAS**, Crowley ISD believes there is a public purpose for expecting employees to follow the guidance of the District and/or their personal physicians to quarantine due to any lab-confirmed COVID-related absence for themselves or an immediate family member;

**WHEREAS**, Crowley ISD believes there is a public purpose for providing employees the option of contributing to the 2021-2022 CISD Sick Leave bank by donating either one (1) day of the employee's accumulated sick leave annually and proof of being fully vaccinated *or* by donating two (2) days of an employees accumulated sick leave annually;

**WHEREAS**, Crowley ISD believes employees who choose to enroll in the Sick Leave Bank for the 2021-2022 school year shall be provided the option of using up to ten (10) protected sick leave days for any lab-confirmed, COVID-related leave taken for the employee or an immediate family member as defined in DEC Local

**WHEREAS**, Crowley ISD believes that COVID Sick leave that is provided to an employee participating in the Sick Leave Bank should be applied prior to exhausting the employee's personal leave;

**WHEREAS**, Crowley ISD believes employees can only apply for the use of COVID Sick up to a maximum of ten (10) days during the 2021-2022 school year;

**WHEREAS**, Crowley ISD believes that COVID Sick leave shall be retroactive thus will be applied to any COVID-related leave taken during the 2021-2022 school year dating back to the first day of an employee's 2021-2022 contract.

**WHEREAS**, Crowley ISD believes the public purpose to be served by allowing employees who choose to enroll in the Sick Leave Bank, by donating one day of personal leave, is the option of using up to ten (10) protected sick leave days for any lab-confirmed, COVID-related leave taken for the employee or an immediate family member as necessary.

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

**Section 1.**

a. The Crowley ISD shall provide employees the option of using the sick leave bank to allow employees the option of utilizing up to ten (10) protected sick leave days for any lab-confirmed, COVID-related leave taken for the employee or an immediate family member (as defined in DEC Local), per this resolution.

b. The Crowley ISD shall apply up to ten (10) COVID leave days for individuals participating in the 2021-2022 Sick Leave Bank prior to exhausting the employee's personal leave, per this resolution.

c. The Crowley ISD shall not dock an employees pay if an employee is participating in the Sick Leave Bank and using COVID sick leave, up to ten (10) days annually, per this resolution.

**Section 2.**

The Board of Trustees hereby (1) determines provisions for COVID sick leave serves a public purpose; (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) finds the District will receive a return benefit.

Motion was made by \_\_\_\_\_, seconded by \_\_\_\_\_, that the resolution above and foregoing, be adopted.

For \_\_\_\_\_ Against \_\_\_\_\_

The above Resolution was voted on at a regular meeting of the Board of Education held on the 28<sup>th</sup> day of October, 2021.

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Mia Hall, President  
Board of Education, Crowley ISD

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Nedra Robinson, Secretary  
Board of Education, Crowley ISD