

# Agenda of Emergency Meeting

## The Board of Trustees Seguin ISD

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A Emergency Meeting of the Board of Trustees of Seguin ISD will be held January 18, 2022, beginning at 2:00 PM in the Board Room, 1221 E Kingsbury, Seguin, TX 78155.

Members of the public may access the meeting by clicking <https://us02web.zoom.us/j/81059645914?pwd=emJTZjhnQlQvc3RUR2o3eHRFRzIEU> T09; Meeting ID: 810 5964 5914, Password: 875662, or dialing US: +13462487799,81059645914# or US +1 3462487799 or +1 2532158782.

An emergency or urgent public necessity exists that requires immediate action of the Board or an imminent threat to public health and safety or a reasonably unforeseeable situation exists, as follows:

Due to the district's current staffing concerns and substitute shortage as a result of COVID-19 Epidemic.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. **Call to Order**
  - A. Establish Quorum
  - B. Announcement that this meeting of the Seguin Independent School District has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.
  - C. Pledges to the United States Flag and Texas Flag. Moment of silence.
2. **Audience with the Board**

The Seguin ISD Board of Trustees designates a time for audience participation at the beginning of each meeting to hear persons who desire to make comments. In accordance with Board Policy BED(Local):

  - A. those wishing to speak shall sign up before the meeting begins stating the concern or noting the agenda item they wish to address; audience participation is limited to five minutes; the Board shall not deliberate any subject that is not on the posted agenda.
3. **Action Items:**
  - A. Resolution for Adjusting Extended Paid Sick Leave for COVID-19 Related Illness 2
  - B. January 2022 Substitute Rate Revision 4
4. **Adjourn**

**ACTION ITEM:** **Resolution for Adjusting Extended Paid Sick Leave for COVID-19 Related Illness**

**RECOMMENDATION:** That the Board approve the resolution to extend five additional paid sick leave days for Seguin ISD employees that are in quarantine or isolation because of COVID-19 exposure/illness. This action will replace the resolution previously approved by the Board of Trustees on July 27, 2021. The five additional days of extended sick leave will be available to employees who have not already exhausted their extended paid sick leave for COVID-19 related illness. Employees who have exhausted the previously awarded ten additional days of extended paid sick leave for COVID-19 related illness may use personal leave days as applicable.

**RATIONALE:** In response to the COVID-19 Families First Coronavirus Response Act's (FFCRA) Extended Personal Sick Leave (EPSL) expiration on December 31, 2020; the need for protection of district employee leave and wages exists when employees are placed in quarantine/isolation because of the COVID-19 virus. Seguin ISD intends to continue complying with recommended Centers for Disease Control and Prevention (CDC) guidelines of quarantine/isolation time lines.

**REFERENCE and COMPLIANCE:** FFCRA-Families First Coronavirus Response Act  
CDC COVID-19 recommendations


**PAPERWORK IMPACT:** None

**BUDGET IMPACT / INFORMATION:** None

**EXHIBITS:** Resolution

**RESOURCE PERSONNEL:** Cynthia J. Moreno, Chief Human Resources Officer  
Anthony Hillberg, Chief Financial Officer, CPA, CTSBO

Submitted by:  
(Signature)  
(Name)  
(Address)  
(Telephone)

  
\_\_\_\_\_  
Dr. Matthew Gutierrez, Superintendent  
1221 E. Kingsbury St., Seguin, TX 78155  
(830) 401-8614

Date Submitted: 1/18/22



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1221 E. Kingsbury St  
Seguin, TX 78155

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**SEGUIN INDEPENDENT SCHOOL DISTRICT**

**Resolution of the Board Regarding Extended Sick Leave During Epidemic**

**WHEREAS**, the Board is authorized by Texas Education Code section 45.105 to expend funds of Seguin Independent School District for purposes necessary in the conduct of the public schools as determined by the Board; and

**WHEREAS**, the Board acknowledges that during a pandemic, District employees may exhaust available state and local leave days; and

**WHEREAS**, the Board finds that a need exists to address additional leave in the circumstance of a pandemic; and

**WHEREAS**, the Board concludes that providing additional voluntary paid leave to all regular employees—contractual and noncontractual, salaried and non-salaried—who are vaccinated and have tested positive for COVID-19 serves the public purposes of protecting students and staff, and maintaining morale;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Trustees of Seguin Independent School District authorizes providing additional paid leave for all regular employees—contractual and noncontractual, salaried and non-salaried—who are vaccinated and have tested positive for COVID-19.

This resolution authorizes additional paid leave for a maximum duration of five work days with proof of both vaccination and a positive test result for COVID-19. This action will replace the previous resolution approved by the Board of Trustees on July 27, 2021. The five days of additional paid sick leave is available to employees who have not already exhausted the additional paid sick leave associated with the July 27, 2021 resolution.

The further authorizes the Superintendent to approve certain employees to work from home if their job duties allow. This is limited to a maximum duration of five work days with proof of both vaccination and positive test result for COVID-19. Employees working from home will not be assessed leave during this five work day arrangement.

This extended leave expires at the end of the 2021-2022 school year and is conditioned on the availability of additional federal leave. If additional federal leave becomes available after January 18, 2022, the leave provided in this resolution will expire.

Signed by:

Passed and Approved this 18th day of January, 2022 by the Board of Trustees.

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Cinde Thomas-Jimenez, President  
Seguin ISD Board of Trustees

**ACTION ITEM:**                    **January 2022 Substitute Rate Revision**

**RECOMMENDATION:**        The Board approves the January 2022 substitute rate revision for elementary age assignments.

**RATIONALE:**                    Strategic Priority #3: Create the conditions in Seguin ISD to recruit, retain and engage employees

**Recommendation:**

The recommendation is for existing daily rates of all assignments to increase by \$20 for the remainder of January 2022.


**REFERENCE and COMPLIANCE:**        DEAA (LEGAL) and DEAA (LOCAL) Compensation Plan, Incentives and Stipends

**BUDGET IMPACT/ INFORMATION:**                    None

**PAPERWORK IMPACT:**                    Revisions made to update the SISD Compensation Handbook

**EXHIBITS:**                                None

**RESOURCE PERSONNEL:**                    Cynthia J. Moreno, Chief Human Resource Officer

Submitted by:                                                                Date Submitted: 1/18/22  
    (Signature)  
    (Name)                                        Dr. Matthew Gutierrez, Superintendent  
    (Address)                                    1221 E. Kingsbury St., Seguin, TX 78155  
    (Telephone)                                (830) 401-8614