



**Special Meeting Agenda  
Monday, August 23, 2021  
LEO Conference Center  
300 S. West Dr.  
Leander, TX 78641  
6:15 PM**

Doors will open to the public at 5:30 PM.

Due to health and safety concerns related to the COVID-19 coronavirus, a face covering over the nose and mouth is strongly recommended. Microphone covers, hand sanitizer and table wipes will be provided. Room capacity will be limited to allow for seating to be spaced 3 feet apart.

Members of the public may access this meeting via live stream at <https://youtu.be/AgZyHimmAZo>. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

At Special Board meetings, citizen comments are limited to topics on the agenda. Citizens wishing to address the Board of Trustees may do so in-person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up between 4:30 and 6:00 PM on the day of the meeting. Individuals are encouraged to sign up online at <https://bit.ly/3iR8RDI>; however, hardcopy sign up forms will be available between 5:30 and 6:00 PM at the meeting location. At Special Board meetings, each speaker will normally be given up to 1.5 minutes to make their comments. In accordance with Board Policy BED (LOCAL), when necessary to accommodate large numbers of speakers and for effective meeting management, the Board President may reorder agenda items or adjust the time allotted to each speaker. However, no individual shall be given less than one minute to make comments. Speakers may not donate their time to other speakers. If seating capacity is reached, individuals signed up to speak, who do not have a seat in the Boardroom, will be allowed to wait outside and will be admitted to the Boardroom when it is their turn to speak.

The notice of this meeting was posted in compliance with the Texas Open Meetings Act on August 20, 2021, at 12:00 PM.

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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. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- 1. **CALL TO ORDER AND DECLARATION OF QUORUM**
- 2. **COVID Update** 3
- 3. **CITIZEN COMMENTS** (*Citizen comments will be limited to topics on the agenda. See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.*)
- 4. **CLOSED SESSION**
  - A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter
- 5. **DISCUSSION / ACTION ITEMS**
  - A. COVID-19 Health and Safety Protocols 12
  - B. Consider Approval of COVID Extended Leave for Staff 14
- 6. **ADJOURNMENT**

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If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will

publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]



# Vision/Mission

## Vision & Mission



### Vision

The #1LISD community cultivates each student individually to produce the most sought after creators of our future world.



### Mission

We will cultivate each individual student by:

- Knowing and appreciating them
- Creating a safe and supportive environment to nurture their personal growth
- Partnering with each family

# Current Reality

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- GA-38
- Legal environment
- Political environment
- Healthcare environment
- Local control (or lack thereof)

5

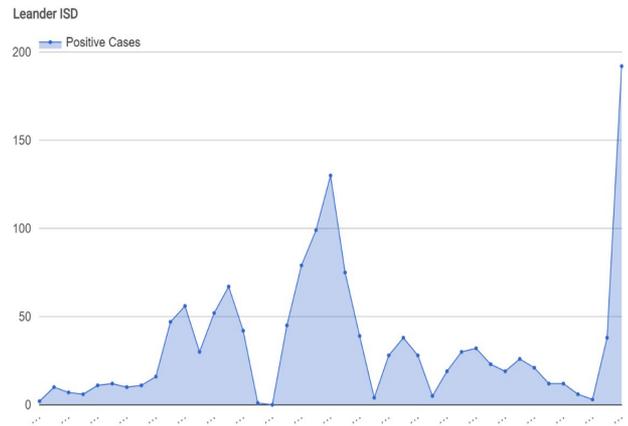
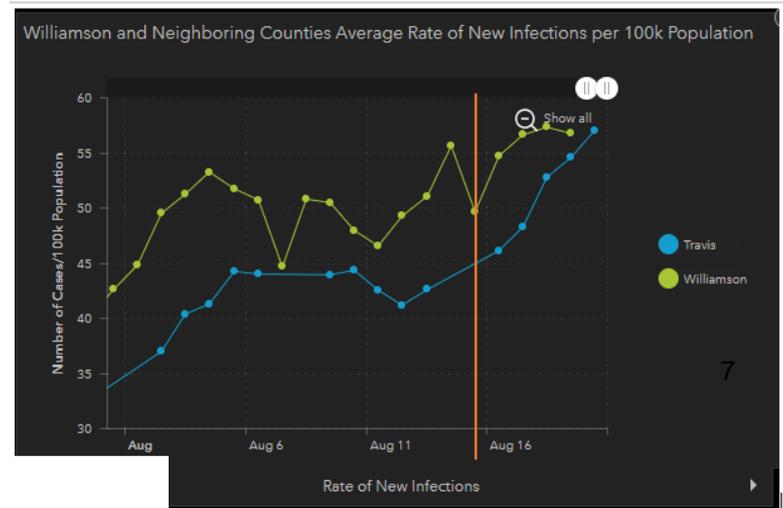
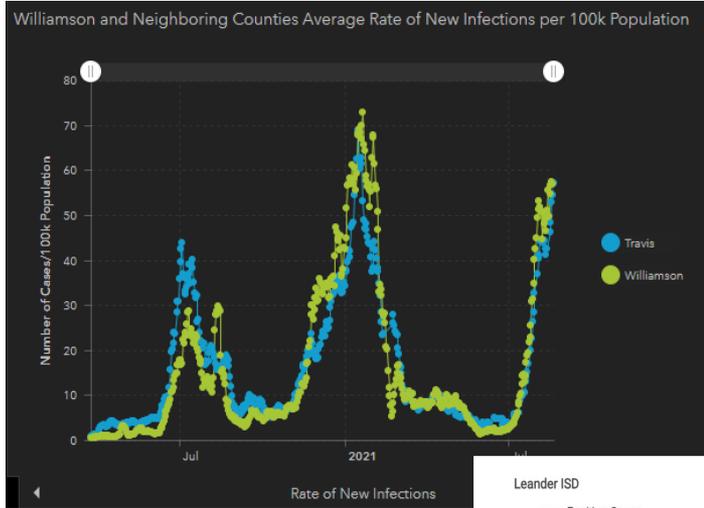
# APH and WCCHD Meetings

When asked the question: “Will the Delta Variant burn out quickly like it did in India and other places?”

6

Response: “Not if we put a bunch of susceptible host in a building with little to no mitigation”

# COVID Cases



# Mask Requirement

- Decision to implement a district wide mask requirement effective midnight on August 18, 2021
- Subsequent decision to allow an opt out form
- 3,900 (10% of enrollment) opt out forms to date
- Means that 90% of students should be in masks
- Every mask in place that was not in place before helps to mitigate the spread of the virus and protects our students, staff, families, and community (must keep our hospitals from getting overwhelmed)

8

# John Graham

Assistant Superintendent  
of Campus Activities and Support 9

# Board Resolution

A resolution regarding district COVID-19 protocols as an option for Board consideration later in this meeting.

10

8

# Discussion



# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Monday, August 23, 2021

**Agenda Item:** COVID-19 Health and Safety Protocols  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Bruce Gearing, John Graham  
**Attachments:** N/A

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## **Background Information:**

Effective August 18, the district implemented a temporary districtwide mask requirement. This agenda item provides the Board of Trustees with an opportunity to discuss and consider possible action regarding the district's COVID-19 health and safety protocols.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

**Leander Independent School District**  
**Board Resolution to Address Health and Safety Due to the COVID Pandemic**

August 23, 2021

**WHEREAS**, the Leander Independent School District is charged with the primary responsibility of implementing the state's public education system;

**WHEREAS**, the Board's Policy AE(LOCAL) includes an objective to provide safe, secure, and comfortable facilities conducive to productivity and learning for a rapidly growing student population;

**WHEREAS**, students under age twelve are currently not eligible to receive vaccinations to protect them from COVID-19;

**WHEREAS**, the Austin and Travis County area are experiencing significant numbers of COVID-19 cases and hospitalizations, and the local health authorities have communicated that there is rapid spread of the virus in our community and calls for the highest level of safety measure locally in order to save lives and conserve finite medical resources;

**WHEREAS**, increased cases of COVID-19 among our student population could lead to the need to quarantine widely or close school, which will negatively affect the ability of all students to participate in face-to-face learning;

**NOW THEREFORE**, the Board of Trustees of the Leander Independent School District resolves that:

- 1) The Board of Trustees, as a function of their governance responsibilities and local control as a political subdivision, requests and hereby authorizes the Superintendent to implement health and safety measures to address the potential danger of COVID-19 in our schools including, but not limited to, masking requirements;
- 2) The Board of Trustees expects the District's Administration to take an approach informed by guidance from the CDC and local and State health authorities;
- 3) The Board of Trustees requests that the Administration provide information to the Board and to the Leander ISD community regularly around local health data and the impact of COVID-19 on Leander ISD schools for the purpose of continuing best efforts to respond effectively to the needs of our students, staff, and families during this unprecedented and ongoing health crisis.
- 4) This resolution expires September 9, 2021 at 11:59 p.m. and the Board intends to include this topic in the agenda for the scheduled regular public meeting of the Board of Trustees for September 9 , 2021.

Approved this 23<sup>rd</sup> day of August 2021, by the Board of Trustees of the Leander Independent School District.

In Witness Whereof,

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Trish Bode, Board Chair

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, August 23, 2021

**Agenda Item:** Consider Approval of COVID Extended Leave for Staff  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Karie Lynn McSpadden  
**Attachments:** Resolution of the Leander Independent School District Board of Trustees

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## **Background Information:**

We recognize that COVID-19 continues to be an unavoidable emergency of urgent public necessity, that the World Health Organization has declared COVID-19 a pandemic, and that additional emergency declarations have been and likely will continue to be issued.

The **Families First Coronavirus Response Act (FFCRA or Act)** went into effect April 1, 2020 and required certain employers to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. Leave benefits that employers were required to provide through the Families First Coronavirus Relief Act (FFCRA) expired December 31, 2020. Due to the continued surge in COVID-19 cases in the Winter of last year, the Board approved to extend the 10 days of EPSL leave for all employees, as well as Texas Teacher Fellows, who have not previously used the 10 days, through June 30, 2020.

The District has a substantial public interest in protecting the health and safety of students, staff, and school community, and therefore desires to protect, to the fullest extent possible, the health and safety of students, staff, and the school community in light of COVID-19. The District benefits from employees not being at District facilities when exposed to, ill from, or recuperating from COVID-19, in accordance with health department instructions, to prevent the spread of COVID-19 in the school community, because learning is negatively impacted when staff and students are ill with COVID-19.

Due to the current surge in COVID-19 cases, we believe COVID will continue to impact the district throughout the Fall Semester, and we are asking the Board to approve 8 days of COVID Extended Leave for all employees, as well as Texas Teacher Fellows, through December 31, 2021. Employees are being encouraged to isolate for 10 calendar days from the day of the positive test or from the time they exhibit symptoms and are presumed probable to have COVID by District definition or presumed probable to have COVID by their doctor; therefore, the employee will need 8 work days to ensure they are paid for all days needed for isolation.

## **Administrative Recommendation:**

The administration recommends the Board adopt the resolution to approve the 8 days of COVID Extended Leave for all employees, as well as Teacher Fellows, retroactively from July 1, 2021 through December 31, 2021.

## **Sample Motion:**

(Action needed by 8/26/21)

I move the Board adopt the resolution to approve the 8 days of COVID Extended Leave for all employees, as well as Teacher Fellows, retroactively from July 1, 2021 through December 31, 2021.

**RESOLUTION OF THE  
LEANDER INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES**

At a lawfully called meeting on August 23, 2021, the Leander Independent School District Board of Trustees (“Board”) does hereby make the following Resolution regarding the granting of leave to employees and Texas Teacher Fellows of the Leander Independent School District (“District”):

**WHEREAS**, the District’s Board of Trustees (“Board”) recognizes that the State of Texas and the United States Government have declared a disaster and emergency regarding Coronavirus/COVID-19 (hereafter “COVID-19”) and its potential spread, and continue to extend these declarations;

**WHEREAS**, the territory included in the District is within the areas declared a disaster and an emergency area;

**WHEREAS**, on or about March 13, 2020, the President of the United States first declared a national emergency and the Governor of the State of Texas declared a statewide disaster regarding COVID-19, both of which have been continually extended;

**WHEREAS**, the Board recognizes that COVID-19 is an unforeseen and unavoidable emergency of urgent public necessity, that the World Health Organization has declared COVID-19 a pandemic, and that additional emergency declarations have been and likely will continue to be issued in the coming days, weeks and months;

**WHEREAS**, the Board and Administration are following advice and directives from federal, state and local authorities in responding to COVID-19;

**WHEREAS**, the Board has a substantial public interest in protecting the health and safety of its students, staff, and school community, and therefore desires to protect, to the fullest extent possible, the health and safety of students, staff, and the school community in light of COVID-19;

**WHEREAS**, due to the possibility of repeat exposure, employees have been or may be required to isolate for periods after they have exhausted all available leave;

**WHEREAS**, the District’s public purpose is served by promoting conscientious health choices by employees, including medical individual isolations and leave as may be necessary to protect students, staff, and the school community;

**WHEREAS**, in accordance with current public health guidance for COVID-19 Prevention in K-12 schools, the Center for Disease Control (“CDC”) recommends that individuals that are confirmed positive or symptomatic for COVID-19 should isolate;

**WHEREAS**, in an effort to support that guidance, the CDC states that, “schools should... allow flexible, non-punitive, and supportive paid sick leave policies and practices that encourage sick workers to stay home without fear of retaliation, loss of pay, or loss of employment level...”

**WHEREAS**, at this time the FFCRA expired on December 31, 2020;

**WHEREAS**, employee benefits that help ensure employees can recuperate from COVID-19, isolate to avoid the spread of COVID-19, follow health officials instructions, and generally help to protect the school community are essential in creating a school environment in which students can be successfully educated;

**WHEREAS**, the District benefits from employees not being at District facilities when exposed to, ill from, or recuperating from COVID-19, in accordance with health department instructions, to prevent the spread of COVID-19 in the school community, because learning is negatively impacted when staff and students are ill with COVID-19;

**WHEREAS**, the Board believes the public purposes described above are fulfilled by efficiently and effectively making certain delegations, as described more fully herein, to the Superintendent to address this ever-changing emergency situation in the best interest of the health, safety, and well-being of its students, staff, school community, and the citizenship at-large; and

**WHEREAS**, the Board continues to provide controls and oversight for the District expenditures and authority granted to the Superintendent herein through requiring that the Superintendent develop regulations, communicate to the Board updates regarding use of leave, and costs related to the grant of authority.

**IT IS THEREFORE RESOLVED THAT** the Board finds a substantial public purpose exists in protecting the health and safety of its students, staff, and the school community, and in taking action to help ensure that the District and its community are prepared, to the fullest extent possible, to protect the health and safety of students, staff, and school community in light of COVID-19.

In furtherance of these public purposes, the Board of Trustees makes the following delegations to the Superintendent for the 2021-22 school year:

The authority to grant paid leave to contract and non-contract employees and Texas Teacher Fellows (“COVID Extended Leave”) when: (1) the employee has been advised by a health care provider to isolate due to being presumed positive for COVID-19; (4) the employee has received a positive COVID test result; or (5) the employee is presumed COVID positive by the district as defined as someone with symptoms and a close contact to a person who is a lab-confirmed case. Individuals who the District determines are eligible and able to telework shall not be eligible for COVID Extended Leave. COVID Extended leave shall be capped at 8 days per employee. The Superintendent shall require any employee requesting COVID Extended Leave to submit documentation that is, in the Superintendent's discretion, sufficient to show the need for COVID Extended Leave.

Unless the Board takes action to authorize continuation of this authority for a longer duration, the authority granted by this Resolution is effective retroactively from July 1, 2021 until December 31, 2021 or COVID-19 is no longer a threat, in the sole discretion of the Board, whichever is earlier.

**PASSED AND APPROVED BY THE LEANDER INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES**  
this 23<sup>rd</sup> day of August, 2021.

For the Board:

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Trish Bode  
President, Board of Trustees

ATTEST:

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Elexis Grimes  
Secretary, Board of Trustees