

HIDALGO COUNTY HEAD START §  
POLICY COUNCIL §  
§  
HIDALGO COUNTY, TEXAS §

**RESOLUTION NO. 2022-01**

**A RESOLUTION IN RESPONSE TO COVID-19 PANDAMEIC RELATED SICK LEAVE. THE HIDALGO COUNTY HEAD START PROGRAM PROPOSES TO OFFER ADDITIONAL SICK LEAVE DAYS FOR COVID RELATED REASONS TO ALL HEAD START EMPLOYEES. THE INTENT HEREIN IS TO OVERCOME THIS EMERGENCY SITUATION, PROTECT OUR CHILDREN, PROTECT OUR STAFF, REDUCE TURNOVER RATES WHICH HAVE REACHED AN ALLTIME HIGH AND TO IMPROVE STAFF MORALE.**

**WHEREAS**, since January 3, 2022, the Hidalgo County Head Start Program reported 308 COVID-19 cases to Human Resources involving employees: either testing positive for COVID-19, experiencing COVID like symptoms, being exposed to immediate family members with COVID conditions and/or having to care for their children with COVID-19 conditions;

**WHEREAS**, of the 308 COVID-19 cases, 215 Head Start employees tested positive for COVID-19;

**WHEREAS**, since the end of the Families First Coronavirus Response Act (FFCRA) on March 14, 2021, Head Start Program employees have utilized accrued sick leave, personal leave and compensatory leave for COVID-19 related absences;

**WHEREAS**, in many cases, Head Start employees have had to self-isolate as required by their medical care provider for a period of 10 days;

**WHEREAS**, many Head Start employees have had repeated periods of extended absences further depleting their accrued leave;

**WHEREAS**, proposed COVID-19 related leave will be effective from February 16 through July 25, 2022 to address increased staff related COVID-19 absences;

**WHEREAS**, our school district partnerships have provided additional teachers in our classroom and thus diminished the need for employment of substitute teachers. These partnerships have lessened the financial burden on the Head Start Program and;

**WHEREAS**, program enrollment is not at full capacity and thus provides flexibility for regrouping children to meet licensing requirements and address employee absences.

**NOW THEREFORE**, be it **RESOLVED** by the Hidalgo County Head Start Policy Council, as follows:

1. The Hidalgo County Head Start Policy Council has authorized this Resolution;
2. The Hidalgo County Head Start Policy Council supports Head Start employees as essential workers who have placed their physical wellbeing at risk to meet the daily needs of the children and families served by the Hidalgo County Head Start Program; and
3. The Hidalgo County Head Start Policy Council hereby authorizes five (5) additional sick leave days for COVID-19 related conditions for Head Start employees. Said leave will be authorized by Hidalgo County Head Start Human Resource Department pending submittal of proper documentation to validate meeting criteria for COVID-19 related leave, including lab confirmed results.

**PASSED AND APPROVED** at the Regular Meeting of the Hidalgo County Head Start Policy Council on the 16th day of February, 2022 at which a quorum was present and which meeting was properly posted and in compliance with the Texas Government Code Section 551, by a 8 to 0 vote.

**SIGNED AND EFFECTIVE ON THIS THE 16<sup>th</sup> OF FEBRUARY, 2022.**

APPROVED:

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Avelina Pena Segovia, Chairperson

ATTEST:

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Crystal Loredo

Policy Council Secretary

APPROVED AS TO FORM:

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Ricardo Gonzalez

Policy  
02.16.22

Council

Attorney