

**RESOLUTION OF THE GOVERNING COUNCIL
OF CHALLENGE TO EXCELLENCE CHARTER
SCHOOL**

**A RESOLUTION OPTING OUT OF THE FAMILY MEDICAL LEAVE
INSURANCE PROGRAM**

WHEREAS, if the Governing Council of Challenge to Excellence (“the School”) takes no action the Family Medical Leave Insurance Program (the “FAMLI Program”) will automatically enroll the School as a paying participant in the program; and,

WHEREAS, Colorado local public bodies, including the School, may opt out of participation in the FAMLI Program; and

WHEREAS, if the School opts out of participation in the FAMLI Program, it is not obligated to pay into the Program; and

WHEREAS, individual employees are entitled to participate in the program at the same cost that they would incur if the School opted into the Program; and

WHEREAS, the School may elect to participate in the FAMLI Program in the future if it chooses to do so; and

WHEREAS, the School may make, at its cost, arrangement for payroll deduction for employee participation, or may opt out of both employer participation and payroll deduction; and

WHEREAS, the costs and complications involved in implementing a new payroll deduction for participation of some, but not all, employees is significant; and

WHEREAS, the School has given the notice required by law for public meeting and given individual notice by email to all employees, with an advance opportunity to submit written comment and an opportunity to provide face-to-face comments at the noticed meeting; and

WHEREAS, the Board has listened to all in-person comments and either read or received an appropriate summary of all written comments and thanks community members and employees for their participation in this process; and

WHEREAS, the Board of Directors finds it to be in the best interest of the School to opt out of the FAMLI Program, allow individual employees to decide whether to participate in the FAMLI Program, not make changes to its payroll arrangements to include FAMLI at this time, and monitor the development of the FAMLI Program at this time;

NOW THEREFORE, BE IT RESOLVED BY THE GOVERNING COUNCIL OF CHALLENGE TO EXCELLENCE THAT:

1. Challenge to Excellence elects to opt out of all forms of participation in the Family Medical Leave Insurance Program.
2. The administration is authorized and directed to give the required forms of notice of this decision to FAMLI and the School community.

Adopted in public session 26th DAY OF October, 2022.

CHALLENGE TO EXCELLENCE [SCHOOL]

By: Miles Cortez
Miles Cortez (Nov 2, 2022 09:48 MDT)

President, C2E Governing Council

ATTEST:

Anne Denham
Anne Denham (Nov 2, 2022 16:57 MDT)

Secretary, C2E Governing Council