

**BOARD RESOLUTION AUTHORIZING EMPLOYEE PAY
A W BROWN LEADERSHIP ACADEMY**

WHEREAS, the Winter Storm Uri event of February 2021 resulted in the closure of A W Brown Leadership Academy (AWBLA) Quest campus 101 and Genesis Campus 102 from February 11, 2021 through February 19, 2021 in the best interest of, and for the safety of, the school's students and staff; and

WHEREAS, in many cases AWBLA employees were forced to evacuate the area or take other means to ensure the safety of their families; and

WHEREAS, through circumstances completely beyond their control, school staff were forced to miss work and/or were unable to work remotely due to circumstances related to Winter Storm Uri;

WHEREAS, to financially penalize employees who missed work due to Winter Storm. Uri will be harmful to the best interests of the school's students and staff; and

WHEREAS, there is a public purpose served and a benefit to AWBLA to encourage prudent and safe behavior during a natural disaster so that employees have the best opportunity of protecting their safety and being able to resume their duties; and

WHEREAS, there is a public purpose served and a benefit to AWBLA to demonstrate support of its employees, enhance employee morale and support of the retention of employees; and

WHEREAS, the Board of Directors has determined that none of the days missed from February 11, 2021 through February 19, 2021 due to Winter Storm Uri will be made up by AWBLA employees through performance of job duties and responsibilities; and

WHEREAS, the Board believes that a public purpose exists for forgiving or excusing the absences of employees from February 11, 2021 through February 19, 2021 due to Winter Storm Uri; and

WHEREAS, this resolution is not meant to excuse the failure to report to duty on those days by any employees who were directed by the administration to do so or who were required by employment agreement or job description to report for duty;

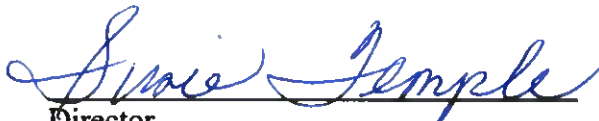
NOW, THEREFORE, BE IT RESOLVED BY THE BOARD THAT:

- (1) The foregoing recitals are hereby found to be true and correct and are adopted and incorporated herein by reference as findings of fact; and
- (2) The Board determines that none of the days missed from February 11, 2021 through February 19, 2021 due to Winter Storm Uri will be made up by AWBLA employees through performance of duties; and

- (3) The Board finds that a public purpose and benefit to AWBLA exists to excuse and/or forgive the absences by AWBLA employees due to school closures during Winter Storm Uri, and that payments for such days are necessary in the conduct of AWBLA as provided by Texas Education Code § 45.105(c); and
- (4) The Board hereby authorizes the Superintendent to excuse the days of absence of AWBLA employees for school closures caused by Winter Storm Uri, and pay employees their expected compensation for those days according to their anticipated work schedules from February 11, 2021 through February 19, 2021.

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF AWBLA ON THE 9th DAY OF March 2021.

Members Voting in Favor:


 Director


 Director


 Director


 Director


 Director

 Director


 Director

 Director

The undersigned, being the Secretary of the Corporation, hereby certifies that the foregoing represents a true copy of a Resolution of the Directors of the Corporation, duly held on March 9, 2021, which Resolution is in full force and effect and has not been revoked or amended.


 Secretary 3/9/2021