

**RESOLUTION OF THE BOARD OF TRUSTEES
REGARDING EMPLOYEE COMPENSATION
DURING PERIODS OF SCHOOL CLOSURE
AND GRANTING THE SUPERINTENDENT CERTAIN AUTHORITY
RELATED TO EMPLOYEE DUTY DAYS AND COMPENSATION**

WHEREAS, State and local officials have determined that a State of Emergency exists in Texas due to the public health risks posed by COVID-19; and

WHEREAS, the recent COVID-19 outbreak has resulted in the closure of schools statewide and is reasonably anticipated to interfere with the regular operation of schools within the Alvord Independent School District in the coming weeks and months; and

WHEREAS, Alvord ISD administrators continue to respond on a daily basis to new recommendations and guidance related to public health and safety from national and state educational and public health officials during this rapidly developing situation; and

WHEREAS, Alvord ISD may be required to close its schools from time to time to protect public health and safety, and the Board of Trustees finds that a public purpose exists for compensating Alvord ISD employees for lost work during periods of school closure due to the COVID-19 outbreak; and

WHEREAS the Superintendent of Schools requires the authority to modify the school calendar and employee work and duty days as necessary to respond to the educational needs of the students during the rapidly changing circumstances posed by this public health crisis; and

WHEREAS, this resolution is not meant to excuse the failure to report to duty on these days by any employee who was instructed by the administration to do so or who were required by contract or job description to report for duty, and who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public; and

WHEREAS, Alvord ISD Board policy DEA(LOCAL) includes provisions for pay to employees who are prevented from working during an emergency closure as defined in policy, to nonexempt employees who are required to work during such closure.

WHEREAS, required for public school purposes, nonexempt employees who work during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, shall be paid at their regular rate of pay for all hours worked up to 40 hours per week and overtime for time worked over 40 hours in a week shall be calculated and paid according to law and local board policy.

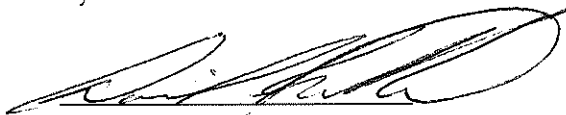
NOW THEREFORE, BE IT RESOLVED BY THE ALVORD INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES THAT:

1. All the above recitals are adopted as findings of fact and are incorporated into and made a part of this resolution for all purposes.
2. The Superintendent of Schools is granted authority to alter the school calendar as necessary to accommodate:
 - a. The instructional needs of the students;

- b. Public health and safety recommendations from state and local public health officials;
and
 - c. The facilities needs of the District.
3. The Board determines that pursuant to the work calendar developed by the District's Superintendent of Schools, regular workdays missed due to school closure during this COVID-19 outbreak may or potentially may not be made up by Alvord ISD employees through either additional days of instruction of students or performance of other essential duties.
 4. To the extent that Alvord ISD schools are closed by administrative or Board action and such closure results in lost pay to Employees of the District who are prevented from working due to school closures, employees will be paid in accordance with each employee's regular pay rate for the employee's regular duty schedule which falls within the period of school closure and for which the Superintendent has instructed the employee to refrain from coming to work.
 5. The Board finds that payment to employees for lost work days are necessary for the conduct of the public schools inasmuch as such payment allows Alvord ISD to retain critical staff during a period of public health emergency, retain key employees necessary for re-opening school, prepare for resumed school operations after a school closure and to deliver instruction to the students of the District using alternative methodologies, as may be required.
 6. The Board further finds that a public purpose is served by making such payments, and authorizes the Superintendent of Schools to implement a work schedule that includes paid leave due to school closure.

Approved this 23rd day of March, 2020.

By:



President, Board of Trustees

Attest:



Secretary, Board of Trustees