



## **COPPELL INDEPENDENT SCHOOL DISTRICT**

**WHEREAS**, inclement winter weather forced Coppel Independent School District to close entirely on February 1-4, 2011 and February 9, 2011; and

**WHEREAS**, such closures prevented many contractual and non-contractual employees of the District from reporting to work on such days without any fault on the part of such employees; and

**WHEREAS**, the District will make up two of such days (February 1 and February 2, 2011) on scheduled make up days, but the District will apply to the Texas Education Agency for missed instructional day waiver for the three remaining missed days (February 3, February 4, and February 9, 2011); and

**WHEREAS**, Teachers, RTI Specialist, Nurses, Speech Pathologist will be paid in accordance with state and federal law for the three remaining missed days (February 3, February 4, and February 9, 2011); and

**WHEREAS**, the District is not legally obligated to pay non-exempt employees for the three remaining missed days (February 3, February 4, and February 9, 2011), however the District may pay instructional aides (nurse's aides, special education aides, library aides, P.E. aides, Pre K aides, ESL/Bilingual aides, computer aides, and Title I aides if the Board of Trustees (1) determines that the expenditure serves a public purpose; (2) retains sufficient control over the expenditure to ensure that the public purpose is accomplished; and (3) ensures that the District receives a return benefit; and

**WHEREAS**, the Board of Trustees of Coppel Independent School District is of the opinion and finds that the public purposes of increasing employee morale and safety and reducing employee turnover would be served by payment of designated employees compensation for non-exempt employees for three missed days (February 3, February 4, and February 9, 2011) according to each designated non-exempt employee's normal work schedule and pay rate, to designated non-exempt employees who were prevented from working on any days for which the Texas Education Agency grants an instructional day waiver; and

**WHEREAS**, the Board of Trustees is of the opinion and finds that it retains sufficient control over payment of designated non-exempt employee compensation for the period of school closure to ensure that such public purposes are accomplished; and

**WHEREAS**, the Board of Trustees is of the opinion and finds that it is in the best interests of the District and the District will receive a return benefit from such compensation of the District's designated non-exempt employees;

**NOW THEREFORE BE IT RESOLVED** by the Board of Trustees of the Coppell Independent School District that the above designated non-exempt employees of the District who were prevented from working on scheduled work days by reason of the closure of the District for inclement weather shall be paid compensation for the three remaining missed days (February 3, February 4, and February 9, 2011) in accordance with each designated non-exempt employee's normal pay rate for each such scheduled work day; and

**BE IT FURTHER RESOLVED** that no premium rate will be paid; however non-exempt employees that worked during the inclement weather days (February 1 to February 4, and February 9, 2011) will be paid overtime if they accrue more than forty (40) hours in the work week; and

**BE IT FURTHER RESOLVED** that the Superintendent of Schools or his designee shall determine the timing and manner in which such compensation shall be paid.

**PASSED and ADOPTED** this 28th day of March, 2011.

By: \_\_\_\_\_  
Cindy Warner  
President, Board of Trustees

ATTEST:

By: \_\_\_\_\_  
David Apple  
Secretary, Board of Trustees