

**RESOLUTION OF THE BOARD OF TRUSTEES OF BELTON  
INDEPENDENT SCHOOL DISTRICT CONCERNING PAYMENTS TO DISTRICT  
EMPLOYEES DURING EMERGENCY CLOSURE DUE TO INCLEMENT WEATHER  
AND REDUCTION IN EDUCATOR REQUIRED DAYS OF SERVICE**

WHEREAS the Belton Independent School District was closed on May 23, 2024 through May 24, 2024 due to an emergency caused by inclement weather;

WHEREAS the Belton ISD Board of Trustees acknowledges that during an emergency closing, most District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services;

WHEREAS employees who are instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date;

WHEREAS a need exists to address wage payments for employees who are idled and for employees who are required to work during emergency closings;

WHEREAS, the Board determines there is a public purpose served and a benefit to Belton ISD to demonstrate support for its employees, enhance employee morale, and support retention of employees;

WHEREAS, the Board further determines that compensating all employees of Belton ISD at their regular hourly or daily rate of pay, according to the duty schedule they otherwise would have worked during the time the District was closed, serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen; and

WHEREAS the Board further determines that continuing wage payments to all employees, contractual and noncontractual, salaried and non-salaried, who suffer a loss in pay due to an emergency closing, serves the public purposes;

WHEREAS, certain nonexempt employees were requested by their supervisors to work and perform various duties to support Belton ISD while it was closed on May 23, 2024 and May 24, 2024;

WHEREAS, the Board determines that paying nonexempt employees who were called on to work during the emergency closing due to inclement weather both (1) their regular rate for actual hours worked, plus (2) their regular rate of pay according to the duty schedule they otherwise would have worked that day, serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff;

WHEREAS, Texas Education Code Section 21.401(c-1) provides that, if a district anticipates providing less than 180 days of instruction for students during a school year, as indicated by the district's academic calendar, the district may reduce the number of days of educator service required proportionately; and

**NOW THEREFORE BE IT RESOLVED**

1. All the above paragraphs are incorporated into and made a part of this resolution.
2. The Board authorizes wage payments to all employees, at their regular hourly or daily rate of pay, according to the duty schedule they otherwise would have worked on May 23, 2024 through May 24, 2024 when the District was closed due to an emergency caused by inclement weather.
3. The Board further authorizes wage payments, in addition to those in Paragraph 2 above, to nonexempt employees who were required to work during the emergency closures equal to their regular hourly or daily rate of pay for actual hours worked on May 23, 2024 through May 24, 2024.
4. The minimum number of days of educator service is reduced to 186, pursuant to Texas Education Code Section 21.401(c-1).
5. The above Resolution is passed and adopted the 17<sup>th</sup> day of June, 2024, by the Board of Trustees.

Approved the 17th day of June, 2024.

By \_\_\_\_\_  
Manuel Alcozer, President  
Belton ISD

Attest:

By \_\_\_\_\_  
Erin Bass, Secretary  
Belton ISD