

**RESOLUTION OF THE BOARD OF TRUSTEES
OF ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
Remote Learning and Pay of Employees Plan**

WHEREAS, the Board is authorized by Texas Education Code, Section 45.105, to expend funds of the Ector County Independent School District for purposes necessary in the conduct of the public schools as determined by the Board; and

WHEREAS, the Board acknowledges that on February 15, 16, 17, 18, and 19 of 2021, an unprecedented inclement weather closing prevented students from reporting to school and employees from reporting to work ("Inclement Weather"); and

WHEREAS, the Board determined there is a need to address both the learning environment and employee status during the Inclement Weather.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT:

RESOLVED, that all regular employees, contractual and non-contractual, salaried and non-salaried, shall receive their regular rate of pay during the period of Inclement Weather, as defined in this resolution.

RESOLVED, that all temporary replacement substitute teachers, who had previously been scheduled to work during the days of Inclement Weather, shall receive their regular rate of pay for any said day of Inclement Weather, as defined in this resolution, that they worked by remote learning.

RESOLVED, that any employees who had previously taken leave days for any period of time during the Inclement Weather, as defined in this resolution, shall have said leave reinstated.

RESOLVED, that all non-exempt employees, who were required to physically report to work during the Inclement Weather, shall be paid at the premium rate of 1 and 1/2 times their regular rate of pay for all hours worked, up to 40 hours per week, rather than their regular rate of pay. Time worked over 40 hours in a week shall be calculated and paid according to law.

RESOLVED, the Board of Trustees hereby (1) determines that the payment and actions serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit, to include, but not be limited to, maintaining morale among employees and reducing employee turnover.

PASSED AND APPROVED this 23rd day of February, 2021 by the Board of Trustees for the Ector County Independent School District.

BY:

Delma Abalos, Board President

ATTEST:

Dr. Steve Brown, Board Secretary