

**RESOLUTION
TERRELL INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

WHEREAS, the recent COVID-19 (coronavirus) outbreak may result in the closure of certain schools and facilities in the Terrell Independent School District (Terrell ISD) on March ____, 2020 through March ____, 2020, for the safety of students and staff and the community as a whole; and

WHEREAS, Terrell ISD recognizes the possibility that additional closure days may be necessary and may occur after March 22, 2020; and

WHEREAS, Terrell ISD may close these certain schools and facilities because it must act in the best interests of, and for the health and safety of, its students and staff and community; and

WHEREAS, through circumstances completely beyond their control, Terrell ISD employees may be forced to miss work days because the schools were closed; and

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

WHEREAS, some Terrell ISD employees' work schedules have been affected by these closures; and

WHEREAS, the Board believes that a public purpose exists for forgiving or excusing the absences of these employees due to this COVID-19 (coronavirus) outbreak; and

WHEREAS, this resolution is not meant to excuse the failure to report to duty on these days by any employees who were 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, Terrell ISD Board policy DEA(LOCAL) includes provisions for pay to employees who are prevented from working during an emergency closure, and further provides for premium pay, as defined in policy, to nonexempt employees who are required to work during such closure.

Now therefore, be it resolved by the Board that:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution; and
2. The Board determines that none of the days missed due to school closure during this COVID-19 (coronavirus) outbreak will be made up by Terrell ISD employees through either instruction of students or performance of other duties; and
3. Employees of the District who are prevented from working due to the school closure during the COVID-19 (coronavirus) outbreak shall be paid in accordance with each employee's normal pay rate for the employee's regular duty schedule which falls within the period of school closure; and

4. The Board finds that payments for such days are necessary in the conduct of the public schools as provided by Texas Education Code §45.105 (c); and
5. The Board finds that a public purpose and a benefit to the Terrell ISD exists to excuse and/or forgive the absences by District employees due to school closure during the recent COVID-19 (coronavirus) outbreak; and
6. The Board hereby authorizes the Superintendent of Schools to excuse the days of absence of District employees for school closure necessitated by the COVID-19 (coronavirus) outbreak, and to pay each employees' normal pay rate for the employee's regular duty schedule for these days; and
7. The Board further confirms that nonexempt employees who are required to work during the emergency closure shall receive premium pay in accordance with Board Policy DEA(LOCAL).

Approved this ____ day of _____, 2020.

By: _____
Dena Risinger, Board President

Attest: _____
Lisa Asher, Board Vice-President