

Resolution of the Board Regarding Premium Pay  
During Extended Disruption of Normal District Operations

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

WHEREAS, the Board concludes that there may be circumstances when payment as a premium rate to nonexempt employees in limited circumstances during an extended disruption of normal District operations would serve the public purposes of maintaining morale, reducing employee turnover and recognizing the extra services of essential staff; and

WHEREAS, the term "an extended disruption of normal District operations" shall mean a disruption due to circumstances beyond the District's control which lasts longer than five workdays.

NOW, THEREFORE, BE IT RESOLVED that the Superintendent shall have the authority to determine, as he deems appropriate, which hourly, nonexempt employees may be entitled to premium pay during an extended disruption of normal District operations, within the District's adopted budget.

The authority of the Superintendent granted by this resolution is effective for a period of an extended disruption of normal District operations through July 31, 2020 unless the Board takes action to authorize payment for a longer duration.

PASSED AND APPROVED this 16<sup>th</sup> day of June, 2020 by the board of Trustees for the Ector County Independent School District.

By: \_\_\_\_\_  
Dr. Donna Smith, President

Attest: \_\_\_\_\_  
Tammy Hawkins, Board Secretary