

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
ERA INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Board of Trustees (the "Board") of the Era Independent School District (the "District") is authorized by §11.51 of the Texas Education Code ("TEC") to govern and oversee the management of the public schools in the District; and

WHEREAS, Era ISD endured an unusually difficult winter season, and for the safety of all students and staff, closed school facilities because of bad weather for 3 days during the 2014-15 school year; and

WHEREAS, the vast majority of employees were directed not to come to work during the bad weather days and the District intends to makeup 2 of the bad weather days and will apply for a waiver from the Texas Education Agency for the additional 1 bad weather day; and

WHEREAS, the Board believes there is a public purpose for paying employees for work days missed and not made up because of bad weather, and that purpose would include increased morale, reduction of employee turnover, reducing the District's exposure to possible unemployment claims, and equitable treatment of all employees.

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

RESOLVED, the Board of Trustees finds that the public interest will be served by granting administrative leave and paying all teachers and exempt employees who were idled due to the unexpected closure of the District for that 1 day which is subject to the waiver submitted to the Texas Education Agency.

RESOLVED, the Board authorizes and directs the Superintendent to grant administrative leave for that day and pay all teachers and exempt employees for regular duty days pursuant to Era ISD Board Policy for that 1 day subject to the waiver submitted to the Texas Education Agency.

RESOLVED, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient controls over the expenditures to assure a public purpose is served, and (3) is confident the District will receive a return benefit.

RESOLVED, this resolution only applies to the bad weather dates of the 2014-15 school year. This resolution does not establish an ongoing policy and Era ISD is under no obligation to pay employees for any other days not worked.

PASSED AND APPROVED this 26th day of March, 2015.

By _____
Michael J. Brown, Era ISD Board President

By _____
Jaret Kindiger, Era ISD Board Secretary