



BELLVILLE INDEPENDENT SCHOOL DISTRICT

Meeting of the BISD Board of Trustees

July 25, 2024

Subject:	Resolution of the Board of Trustees of the Bellville Independent School District Regarding Wage Payments During School Closings
Presenter:	Dennis Jurek
Board Policy:	DEA (local)
BISD Goal:	<ol style="list-style-type: none">1. Develop and attain local standards for high levels of integrated learning and performance. [LEARNING]2. Foster a connected, collaborative, and strategic approach to continuous improvement for the district. [LEADERSHIP]3. Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community. [HUMAN CAPITAL]4. Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways. [COMMUNITY]

Summary:	In accordance with DEA (local) the board may pay employees during an emergency closure for which workdays are not scheduled to be made up at a later date. The payment serves the public purpose of maintaining morale, reducing turnover, ensuring continuity of District staffing when school reopens and providing equity between idled employees and employees and employees who provide emergency-related services.
Attachments:	Resolution Regarding Wage Payment During School Closings
Recommendation:	Motion to adopt the resolution regarding wage payments for July 8, 2024 during the emergency school closure.

BELLVILLE BRAHMAS
LEARNERS TODAY. LEADERS TOMORROW.



BELLVILLE INDEPENDENT SCHOOL DISTRICT Meeting of the BISD Board of Trustees

RESOLUTION OF THE BOARD OF TRUSTEES OF THE BELLVILLE INDEPENDENT SCHOOL DISTRICT REGARDING WAGE PAYMENTS DURING SCHOOL CLOSINGS

WHEREAS the Board acknowledges that during a school closing, most District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services. The Board concludes that a need exists to address wage payments for employees who are idled and those required to work during closings;

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. The Board concludes that continuing wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who suffer a loss in pay due to a closing, serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen.

WHEREAS as to nonexempt employees who are called on to work during a closing, the Board further concludes that payment of these employees at a premium rate, as provided in this resolution, 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.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Bellville Independent School District authorizes continued wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who are instructed not to report to work during a school closing, unless the workdays are scheduled to be made up at a later date.

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during a closing shall be paid at the premium rate of *one and one-half times their regular rate of pay* for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law.

The authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate to nonexempt employees who provide emergency-related services is effective for the school closure on Monday, July 8, 2024 due to Hurricane Beryl .

Adopted this _____ (date) day of _____ (month), _____ (year), by the Board of Trustees.

Presiding Officer

Secretary