



ALEDO ISD BOARD MEETING TEMPLATE

MEETING DATE: February 24, 2020

AGENDA ITEM: Consider Approval of Resolution Regarding Wage Payments during Emergency School Closing

PRESENTER: Earl Husfeld, Chief Financial Officer and Sherry Taylor, Executive Director of Human Resources

BACKGROUND INFORMATION:

- Aledo ISD facilities were closed for inclement weather on February 5, 2020.
- The District will not be required to use one of the bad weather days built into the school calendar for this missed day due to extra minutes built into the current instructional calendar for the 2019-2020 school year.
- Per District Policy DEA (LOCAL), “during an emergency closing for which the work days are not scheduled to be made up at a later date, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board of Trustee action. Following an emergency closure the Board of Trustees shall adopt a resolution establishing the purpose and parameters for such payments.”
- The following Resolution Regarding Wage Payments during Emergency School Closing contains the required information to address the District closure on February 5, 2020.

FISCAL INFORMATION:

No additional financial impact.

ATTACHMENTS:

Resolution Regarding Wage Payments during Emergency School Closing

ADMINISTRATIVE RECOMMENDATION:

The Administration recommends the Board of Trustees approve the Resolution Regarding Wage Payments during Emergency School Closing as presented.

BOARD OF TRUSTEES: ALEDO INDEPENDENT SCHOOL DISTRICT

Resolution No. 02242020-7

RESOLUTION REGARDING WAGE PAYMENTS DURING EMERGENCY SCHOOL CLOSING

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

WHEREAS, the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services;

WHEREAS, the Board finds that a need exists to address wage payments for employees who are idled and those required to work during emergency closings;

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if the District is closed;

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

WHEREAS, as to nonexempt employees who are called on to work during an emergency closing, the Board further concludes that payment of these employees at a premium rate, as provided at DEA(LOCAL), 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 Aledo Independent School District authorizes continued wage payments to all regular employees, contractual and non-contractual, salaried and non-salaried, who are instructed not to report to work during an emergency closing.

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during an emergency closing shall be paid at the premium rate described at DEA (LOCAL).

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 District closure on February 5, 2020.

Adopted this 24th day of February 2020, by the Board of Trustees.

Presiding Officer

Secretary