

UNION GROVE INDEPENDENT SCHOOL DISTRICT

Board of Trustees
January 15, 2025

EMERGENCY SCHOOL CLOSING RESOLUTION

WHEREAS, the recent inclement weather due to possible ice and snow resulted in the closure of all schools and facilities in the Union Grove Independent School District (“Union Grove ISD”) on January 9th and a late start (10:00 a.m.) on the 10th, 2025 due to concern about the safety of students, staff and the community as a whole traveling under the weather conditions; and

WHEREAS the Board acknowledges that during an emergency closing, most District employees, through circumstances completely beyond their control, were instructed not to report for work, and other employees were called upon to provide emergency-related services or repairs. The Board concludes that a need exists to address wage payments for employees who were idled and those required to work during the emergency closing;

WHEREAS employees who were instructed not to report to work may suffer a loss of pay unless the workdays and hours are made up at a later date. The Board concludes that continuing wage payments to all employees, contractual and noncontractual, salaried and non-salaried during the emergency closing caused by the inclement weather serves the public purposes of maintaining morale, community safety, reducing turnover, and ensuring continuity of District staffing.

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 Union Grove Independent School District authorizes continued wage payments to all employees, contractual and noncontractual, salaried and non-salaried, who were instructed not to report to work during the emergency closing January 9th and a late start (10:00 a.m.) on the 10th, 2025

BE IT FURTHER RESOLVED that the Board determines that the missed days and hours due to the weather related closure will not be made up and hereby authorizes the Superintendent of Union Grove ISD to excuse the day of absence of Union Grove ISD employees and pay all employees full compensation for those days and for non-exempt employees, hours, except for those nonexempt employees who were called into work.

The authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate to nonexempt employees who were required to report to work is effective for the closure of January 9th and a late start (10:00 a.m.) on the 10th, 2025 unless the Board takes action to authorize payment for a longer duration.

Adopted this _____ (*date*) day of _____ (*month*), 2025, by the
Board of Trustees.

Presiding Officer

Secretary