

NAVARRO INDEPENDENT SCHOOL DISTRICT

Board of Trustees
January 27, 2025

EMERGENCY SCHOOL CLOSING RESOLUTION

WHEREAS, the recent inclement weather caused by ice and snow resulted in the closure of all schools and facilities in the Navarro Independent School District (“Navarro ISD”) on January 21, 2025 due to concern about the safety of students and staff and the community as a whole with traveling under the weather conditions and due to concerns about loss of power and water and freezing pipes at most locations; and

WHEREAS the Board acknowledges that during an emergency closing, most Navarro ISD 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 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 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 the premium rate 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 Navarro Independent School District authorizes continued wage payments to all employees, contractual and non contractual, salaried and non-salaried, who were instructed not to report to work during the emergency closing.

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

BE IT FURTHER RESOLVED that non-exempt employees who were required to work during the emergency closing shall be paid at the premium rate, i.e one and one-half times their regular rate of pay for all hours worked during the closure, in addition to paying overtime for time worked over 40 hours in the same week as 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 were required to report to work is effective for the closures of January 21, 2025, unless the Board takes action to authorize payment for a longer duration.

Adopted this 27th day of January 2025, by the Navarro ISD Board of Trustees.

Melissa Sartain, Board President

Donna Gilliam, Board Secretary