

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

WHEREAS, the Board of Trustees (the "Board") of the Manor 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, October 14, 2024, was a recognized federal and banking holiday; and,

WHEREAS, October 15, 2024, is a District payday for employees; and,

WHEREAS, due to the banking holiday, necessary information was not able to be submitted and processed by the banking center until the morning of October 15, 2024; and,

WHEREAS, the payroll requests were inadvertently not marked for same day processing, processing which occurred on October 15, 2024, due to the bank holiday; therefore, payroll checks were not delivered until October 16, 2024; and,

WHEREAS, the delay in processing resulted in number of employees having to incur bank fees and,

WHEREAS, the Board believes there is a public purpose for paying employees for these fees incurred by their employees which directly resulted from employee error; and,

WHEREAS, the public purpose for payment of employees for the bank fees caused by the late payroll would include increased morale, reduction of employee turnover, reducing the District's exposure to possible Fair Labor Standards Act claims, and equitable treatment of all employees.

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

1. The Board of Trustees finds that the public interest will be served by reimbursing all employees who incurred fees caused by the unexpected delay in payroll.
2. The Board authorizes and directs the Superintendent to reimburse all employees that incurred fees in accordance with Manor ISD Board Policy.
3. The Board of Trustees has determined that, in making the payments authorized herein, the District will retain sufficient control over the expenditures to ensure a public purpose is served.

BE IT FURTHER RESOLVED, this Resolution applies only to the incurred fees that resulted from payroll arriving on October 16, 2024. This resolution does not establish ongoing policy, and Manor ISD is under no obligation to pay employees for any other fees incurred by their employees.

PASSED AND APPROVED this _____ day of October 2024.

By:

MONIQUE CELEDON
President

Attest:

ANA CORTEZ
Secretary