

**Adoption/Approval of Resolution/Waiver for Reduced Number of Days of Service
Continuation of Employee Salaries/Pay
March 8, 2011**

SUMMARY:

- This item requests the adoption /approval of a Resolution and a TEA Waiver Application for the reduction of the number of days of service of district full time/part time educators and other district staff/employees and the continuation of employee salaries/employee pay.

BOARD GOAL: III Climate; IV Parent/Community Involvement; V Human Resources

PREVIOUS BOARD ACTION:

BACKGROUND INFORMATION:

- Due to inclement weather conditions, the District closed all campuses and offices from February 1-4, 2011, and February 9, 2011. TEC Citation 21.401 provides the District the avenue to petition the Commissioner of Education for a reduction in the number of days of service for educators, and this approval would not reduce the educator's salary. Education is defined as a person who is required to hold a certificate issued by the State Board for Educator Certification (SBEC). Other employees (non educators) are not covered under this particular citation.

SIGNIFICANT ISSUES:

- Reduction in the number of instruction days for students
- Reduction in the number of service for district employees
- Continuation of employee salaries/employee pay by an official action of the Board of Trustees

FISCAL IMPLICATIONS:

- None

BENEFIT OF ACTION:

- Passage will allow employee salaries/employee pay to continue for the time periods of closure due to the inclement weather. Passage will also allow District a waiver for three missed instructional days due to weather related issues.

PROCEDURAL AND REPORTING IMPLICATIONS:

- Submission of the Resolution
- Submission of the Waiver Application

PUBLIC COMMENT RECEIVED:

- None

ALTERNATIVES:

- None

OTHER COMMENTS:

- None

SUPERINTENDENT'S RECOMMENDATION: The Board of Trustees is asked to formally adopt the Resolution, approve the TEA Waiver Application and provide guidance to the Superintendent for the continuation of employee salaries and employee pay.

STAFF PERSONS RESPONSIBLE:

- Human Resources Officials: Paul Smith, Dennis Stephens, Robert Stewart, Regina Wright
- Dr. Roger Rutherford, Assistant Superintendent, Academic Programs – Elementary Campuses
- Anderson Cornelius, Chairperson 2010-2011 EIC

ATTACHMENT:

- TEA Application for Missed Instructional Days 2010-2011 school year
- Resolution for Employee compensation for missed instructional days 2010-2011 school year.

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Signature of Divisional Assistant Superintendent: _____

Signature of Superintendent: _____