

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
ERA INDEPENDENT SCHOOL DISTRICT
REGARDING WAGE PAYMENTS DURING EMERGENCY SCHOOL CLOSINGS**

WHEREAS, the Board of Trustees (the “Board”) of the Era Independent School District (the “District”) is authorized by Texas Education Code (“TEC”) §45.105 to expend funds of the 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;

WHEREAS, the Board finds that a need exists to address wage payments for employees who are idled;

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; and

WHEREAS, the Board concludes that continuing wage payments to all regular employees—contractual and noncontractual, 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;

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

RESOLVED, the Board of Trustees authorizes continued wage payments to all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work during an emergency closing.

The authority granted by this resolution to continue wage payments to idled employees is effective for a closure with a maximum duration of **nine weeks** unless the Board takes action to authorize payment for a longer duration.

APPROVED AND ADOPTED this 24th day of March, 2020, by the Era ISD Board of Trustees.

By _____
Jeffrey Stevens, Era ISD Board President

By _____
Jeff Brown, Era ISD Board Secretary