

RESOLUTION

Whereas, the recent flooding resulted in road closures in several areas in the city of Orange and West Orange-Cove CISD District (“WOCCISD”) during the week of March 21, 2016; and

Whereas, there was a mandatory evacuation in effect for much of the city of Orange; and

Whereas, in many cases WOCCISD employees were forced to evacuate the area or take other means to ensure the safety of their families; or were unable to report to work; and

Whereas, through circumstances completely beyond their control, they were forced to miss work at the WOCCISD; and

Whereas, to financially penalize employees who are acting in the interests of public safety potentially will be harmful in the future if these people fail to act in a safe and prudent manner during a required or recommended evacuation for fear of financial loss; and

Whereas, it will be detrimental to the best interests of the District to act in a way that may lead to unsafe conduct by its employees in a future natural disaster; and

Whereas, there is a public purpose served and a benefit to the WOCCISD to encourage prudent and safe behavior in a natural disaster so that employees have the best opportunity of protecting their safety and being able to resume their duties; and

Whereas, there is a public purpose served and a benefit to the WOCCISD to demonstrate support of its employees, enhance employee morale and support the retention of employees; and

Whereas, work schedules have been affected by these events; and

Whereas, given the extreme circumstances, the District’s Board of Trustees (“Board”) wishes to authorize the Superintendent of Schools, in his discretion, not to dock the pay of District employees for any days missed because they were unable to report to work during the evacuation; and

Whereas, the Board believes that a public purpose exists for forgiving or excusing the absences of these employees; and

Whereas, this resolution is not meant to excuse the failure to report to duty on these days by any employees who were instructed by the administration to do so or who were required by contract or job description to report for duty, and who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public;

Now therefore, be it resolved by the Board that:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution; and

2. The Board finds that a public purpose and a benefit to the WOCCISD exists to excuse and/or forgive any absences by District employees that were unable to report to work due to the recent flooding for days of work not made up based on any revised work schedule determined by the Superintendent of Schools, and that payments for such days are necessary in the conduct of the public schools as provided by Texas Education Code § 45.105(c).
3. The Board hereby authorizes the Superintendent of Schools to excuse all absences of District employees for the dates necessitated by the flooding and not made up through related work schedule, and pay all employees that were unable to report to work full compensation for days missed due to this natural disaster.

Approved this 25th day of April 2016.

By: _____

Board President

Attest:

Board Secretary