



COPPELL INDEPENDENT SCHOOL DISTRICT

WHEREAS, inclement winter weather forced Coppell Independent School District to close entirely on December 6th and 9th, 2013 and March 3rd, 2014; and

WHEREAS, such closures prevented many contractual and non-contractual employees of the District from reporting to work on such days without any fault on the part of such employees; and

WHEREAS, the District will make up two of such days (December 6th and December 9th, 2013) on scheduled make up weather days, and the District has applied and received approval from the Texas Education Agency for a missed instructional day waiver for the third missed day (March 3rd, 2014); and

WHEREAS, the Commissioner of Education is authorized by Texas Education Code §21.401(c) to reduce the required number of contractual teacher service days without reducing teacher compensation if the Commissioner grants the requested waiver of instructional days under its authority in Texas Education Code §25.081(b);

WHEREAS, the District may pay all non-exempt employees if the Board of Trustees (1) determines that the expenditure serves a public purpose; (2) retains sufficient control over the expenditure to ensure that the public purpose is accomplished; and (3) ensures that the District receives a return benefit; and

WHEREAS, the District may pay Teachers, RTI Specialists, Nurses, Speech Pathologists, Librarians, Counselors, Diagnosticians, and other staff that are classified below a Coordinator position if the Board of Trustees (1) determines that the expenditure serves a public purpose; (2) retains sufficient control over the expenditure to ensure that the public purpose is accomplished; and (3) ensures that the District receives a return benefit; and

WHEREAS, the Board of Trustees of Coppell Independent School District is of the opinion and finds that the public purposes of increasing employee morale and safety and reducing employee turnover would be served by payment to the above designated employees compensation of the instructional day missed on March 3rd, 2014; and

WHEREAS, the Board of Trustees is of the opinion and finds that it retains sufficient control over payment of non-exempt employee compensation and other designated exempt employees as stated above for the period of school closure to ensure that such public purposes are accomplished; and

WHEREAS, the Board of Trustees is of the opinion and finds that it is in the best interest of the District and the District will receive a return benefit from such compensation of the District's above designated employees;

NOW THEREFORE BE IT RESOLVED by the Board of Trustees of the Coppell Independent School District that the above designated exempt employees and all non-exempt employees of the District who were prevented from working on scheduled work day by reason of the closure of the District for inclement weather shall be paid compensation for the missed day (March 3rd, 2014) in accordance with each designated employee's normal pay rate for each such scheduled work day; and

BE IT FURTHER RESOLVED that no premium rate will be paid; however non-exempt employees that worked during the inclement weather days (March 3rd, 2014) will be paid overtime if they accrue more than forty (40) hours in the work week; and

BE IT FURTHER RESOLVED that the Superintendent of Schools or his designee shall determine the timing and manner in which such compensation shall be paid.

PASSED and ADOPTED this 28th day of April, 2014.

By: _____
Anthony Hill
President, Board of Trustees

ATTEST:

By: _____
Thom Hulme
Secretary, Board of Trustees