

**THE BOARD OF TRUSTEES OF THE
SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT**

RESOLUTION

WHEREAS, the South San Antonio Independent School District Board of Trustees approves a District calendar each year;

WHEREAS, each year the District calendar provides for early release days of students and District personnel at various times throughout the year;

WHEREAS, employees who are exempt from the Fair Labor Standards Act are paid the same amount regardless of whether they work the same number of hours a week;

WHEREAS, employees who are non-exempt employees under the Fair Labor Standards Act are not paid for hours they do not work;

WHEREAS, the Board of Trustees recognizes the importance of providing similar benefits and holidays for all employees, regardless of their status as exempt or non-exempt employees for purposes of increased morale and reduced employee turnover;

WHEREAS, the Superintendent has the authority to grant administrative leave with pay to any employee when such leave is appropriate and would benefit the District.

Now therefore it be resolved by the Board that:

1. All of the above-referenced paragraphs are incorporated into and made part of this resolution;
2. The Board finds that there is a legitimate public purpose and benefit in allowing non-exempt District employees to be paid for their normal working hours during days for which the District calendar provides that students and staff will be released early;
3. The Board hereby authorizes the Superintendent to designate up to ten days per year, but not to exceed two hours per day, that non-exempt employees may be granted leave with pay for their normal working hours on days and hours for which the District calendar provides that students and staff will be released early or that are on days prior to holidays or holiday weekends. The Board hereby authorizes the Superintendent to create regulations or procedures to facilitate this Resolution.

Adopted by the vote of the majority of members of the Board of Trustees of the South San ISD present and voting at an open meeting of the Board on the 20^h day of April, 2022, at which a quorum was present:

Presiding Officer

Secretary