



**Resolution of the Coppel Independent School District
Board of Trustees
Declaring a Public Purpose for the Expenditure of District Funds**

WHEREAS, the District maintains the safety of all students and staff as a top priority of the District;

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of the Coppel Independent School District ("Coppel ISD" or "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, some District employees may be instructed not to report for work, called upon to work remotely, and/or asked to provide on-site emergency related services, as identified by the Superintendent or designee and in accordance with Board Policy;

WHEREAS, the Board finds that a need exists to address wage payments for employees during emergency closings, as identified by the Superintendent or designee;

WHEREAS, the Board determines that employees who are instructed not to report to work, called upon to work remotely, and/or asked to provide on-site emergency related services may suffer a loss of pay;

WHEREAS, the Board acknowledges the Superintendent or designee requires the authority and flexibility to identify employees who may receive wage payments under this Resolution, including but not limited to, any future revisions to the employees identified and/or duration of the emergency closure, as necessary to appropriately respond to the evolving circumstances surrounding the emergency closure and facilitate the Board's public purpose as outlined herein.

WHEREAS, the Board concludes that continuing wage payments to designated exempt employees, as identified by the Superintendent or designee - contractual and noncontractual, salaried and non-salaried - who may suffer a loss in pay due to an emergency closing serves the public purposes of maintaining safety, maintaining morale, reducing turnover, and providing equity between idled employees and employees who provide work from home and on-site emergency-related services, and ensuring continuity of District staffing when schools reopen; and

WHEREAS, the Board concludes that payment to designated non-exempt employees, as identified by the Superintendent or designee, who may suffer a loss in pay due to an emergency closing, serves the public purposes of maintaining safety, maintaining morale, reducing turnover, providing equity between idled employees and employees who provide work from home and on-site emergency-related services.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Coppel Independent School District, in accordance with Board Policy, authorizes continued wage



payments to employees, as identified by the Superintendent or designee - contractual and noncontractual, salaried and non-salaried - who are instructed not to report to work during an emergency closing.

BE IT FURTHER RESOLVED:

1. The Board authorizes the District's administration to create operating procedures and/or regulations for the implementation of this Resolution for the dates of January 9, 2025, and January 10, 2025.
2. The Board authorizes the Superintendent to identify employees who may receive wage payments under this Resolution, including but not limited to, any future revisions to the employees identified and/or duration of the emergency closure, necessary to appropriately respond to the evolving circumstances surrounding the emergency closure and facilitate the Board's public purpose as outlined herein. This authorization acknowledges the following expenditures serve the public purposes of maintaining safety, maintaining morale, reducing turnover, and providing equity between idled employees and employees who provide work from home and on-site emergency-related services:
 - a. Continuing wage payments to designated exempt employees, as identified by the Superintendent or designee - contractual and noncontractual, salaried and non-salaried - who suffer a loss in pay due to an emergency closing.
 - b. Continuing wage payments to designated non-exempt employees, as identified by the Superintendent or designee, who may suffer a loss in pay due to an emergency closing, serves the public purposes of maintaining safety, maintaining morale, reducing turnover, providing equity between idled employees and employees who provide work from home and on-site emergency-related services.
3. That it is hereby found, determined and declared that a sufficient written notice of the date, time, place and subject of the meeting of the Coppell ISD Board at which this Resolution was adopted was posted at a place convenient and readily accessible at all times to the general public for the time required by law as required by Chapter 551, Texas Government Code, and that this meeting has been open to the public as required by law at all times during which this Resolution and the subject matter thereof has been discussed, considered and formally acted upon. The Coppell ISD Board further ratifies, approves and confirms such written notice and posting thereof.
4. The Board may modify the provisions of this Resolution at a duly called meeting in accordance with Chapter 551, Texas Government Code, at any time following the date of approval.
5. This Resolution shall take effect immediately upon its passage.

Adopted this 3rd day of February, 2025, by the Coppell ISD Board of Trustees.



David Caviness, Board President

Jobby Mathew, Board Secretary