

**RESOLUTION OF THE BOARD REGARDING WAGE PAYMENTS
DURING EMERGENCY SCHOOL CLOSINGS**

WHEREAS the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work. The Board concludes that a need exists to address wage payments for employees who are idled.

WHEREAS employees who are instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date. The Board concludes that continuing wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who suffer 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 that the Board of Trustees of Smithville Independent School District authorizes continued wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who are instructed not to report to work during an emergency closing, unless the workdays are scheduled to be made up at a later date.

The authority granted by this resolution to continue wage payments to idled employees is effective for a closure with a maximum duration of three days unless the Board acts to authorize payment for a longer duration.

Adopted this 24th day of February, 2025, by the Smithville I.S.D. Board of Trustees.

President

Secretary