

**RESOLUTION OF THE BOARD OF TRUSTEES OF GRAHAM INDEPENDENT
SCHOOL DISTRICT FOR EMERGENCY CLOSURES**

January 9, 2025 and January 10, 2025

WHEREAS, Graham ISD, acting in the best interest of the health and safety of students and staff, ordered the emergency closure of the District on January 9 and 10, 2025; and

WHEREAS, due to these circumstances, employees were required to miss work days during these closures; and

WHEREAS, the Graham ISD Board acknowledges that during an emergency closure, many District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services; and

WHEREAS, the Graham ISD Board finds that a need exists to address wage payments for employees who were idled and those who were required to work during emergency closures; and

WHEREAS, Graham ISD's Board Policy DEA (LOCAL) states that during an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action; and

WHEREAS, Graham ISD's Board Policy DEA (LOCAL) states that nonexempt employees who are required to work during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law.

WHEREAS, the Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked by nonexempt employees during emergency closure;

WHEREAS, the Graham ISD Board finds that it retains sufficient control over payment of employee compensation for the period of closure to ensure that such public purposes are accomplished; and

WHEREAS, the Graham ISD Board finds that it is in the best interests of Graham ISD and that Graham ISD will receive a return benefit from providing compensation during the closure; and
NOW THEREFORE, BE IT RESOLVED:

1. That all the above-referenced paragraphs are incorporated into and made part of this resolution.
2. That it is hereby found, determined, and declared that emergency closures of all Graham ISD facilities were a necessary and appropriate response.
3. That eligible Graham ISD employees shall be paid pursuant to their regular duty schedule for the time of the closure. Additionally, nonexempt employees who were required to work during the closure shall be paid at a rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 works in a week shall be calculated and paid according to law.
4. Payments during the emergency closure do not include the following: 1) employees who were restricted from working pursuant to a physician's note; 2) employees currently on unpaid leave status; or 3) substitutes who are not long-term substitutes assigned to a regular duty schedule.
5. That Graham ISD shall comply with any and all requirements necessary to apply for instructional minutes waivers from the State of Texas.

RESOLVED THIS THE 15th day of January 2025.

By:

Chris Blanton, President

Board of Trustees of the Graham Independent School District

ATTEST:

Dr. Brandon Bates, Secretary

Board of Trustees of the Graham Independent School District