

**BELLVILLE ISD**

**RESOLUTION OF THE BOARD REGARDING WAGE PAYMENTS & TRANSITION IN STUDENT INSTRUCTION DURING EMERGENCY SCHOOL CLOSINGS**

WHEREAS the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services. The Board concludes that a need exists to address wage payments for employees who are idled and those required to work during emergency closings;

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 up to regularly scheduled work hours per day, who suffer a 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.

WHEREAS, the Board concludes that, in order to serve students, certain employees shall return to work for the preparation and delivery of instruction and other limited but essential support services.

WHEREAS, the Board concludes that continuing wage payments to all regular employees—contractual and noncontractual, salaried and non-salaried—whose duties may be modified as a result of the method of student instruction after the emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools resume full operations;

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Bellville ISD School District authorizes continued wage payments to all employees, contractual and non-contractual, salaried and non-salaried up to regularly scheduled work hours per day, 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.

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during an emergency closing shall be paid at the premium 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.

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The authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate to nonexempt employees who provide emergency-related services is effective for a closure with a maximum duration of four weeks unless the Board takes action to authorize payment for a longer duration.

Adopted this 1st day of April, 2020, by the Board of Trustees.

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Grant Lischka, Presiding Officer

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Kenneth Stein, Secretary