

No. _____



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC Approval of Resolution Authorizing Payment of Salaries to Non-contract or Non-educator Staff
due to the closure of Schools

SUBMITTED BY: Mr. Roberto J. Santos **OF:** Superintendent

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: May 12, 2009

RECOMMENDATION:

RATIONALE:

BUDGETARY INFORMATION

BOARD POLICY REFERENCE AND COMPLIANCE

RESOLUTION

WHEREAS, an outbreak of swine influenza A (H1N1) has been in the national news (see attached publication from the Center for Disease Control and Prevention (CDC) dated April 29, 2009;

WHEREAS, on May 1, 2009, the United Independent School District ("UISD") was advised by the City of Laredo Health Department to close its campuses until May 18, 2009 due to the rise of flu cases in the Laredo area;

WHEREAS, the Commissioner of Education issued written guidance on May 1, 2009, that school districts should follow the advice of local department of health officials in determining whether to close campuses;

WHEREAS, the UISD required all employees to remain off duty during **the one week time period from May 4-11, 2009;**

WHEREAS, on April 27, 2009, the Commissioner of Education issued written guidance regarding the fact that a public purpose of continuing the payment of educator's salaries during times or disasters, floods, or extreme weather conditions that forces closure of schools exists in law;

WHEREAS, the non-educator staff of the UISD are considered a valuable and important resource to the students and educators of UISD;

WHEREAS, the UISD Board of Trustees makes this determination that the same public purpose of continuing the payment of educator salaries during this time of disaster forcing the closure of the district's school exists for continuing the non-contract (non-educator) personnel's salaries including the assurance that morale among its non-contract personnel stays high and that the District does not experience any turnover as a result of this closure. Additionally, payment of its non-contract employees who might otherwise receive no salary during the time period from

May 4-11, 2009, would reduce the District's exposure to unemployment claims that it might otherwise have;

WHEREAS, the UISD Board of Trustees makes this determination that a necessary expenditure in operating the school district is providing salaries for its non-contract (non-educator) personnel for the time period May 4-11, 2009, to the same extent that it is able to provide salaries for its contract (educator) personnel;

WHEREAS, the UISD Board of Trustees makes a further determination that a necessary expenditure in operating the school district is to pay, in the form of compensatory compensation, at-will paraprofessional employees for time worked during the week of May 4-11, 2009 and to pay, in the form of regular time monetary compensation, other at-will employees, as determined by the Superintendent of Schools, for the time worked during the week of May 4-11, 2009, which said compensatory and monetary compensation is in addition to the payment received by such at-will employees, as stated in the preceding paragraph;

THEREFORE, be it RESOLVED on this the ____ day of May, 2009 that the Board of Trustees for the United Independent School District does hereby approve the resolution described herein.

Pat Campos
President
UISD Board of Trustees

Juan Roberto Ramirez
Secretary
UISD Board of Trustees