

CROSBY INDEPENDENT SCHOOL DISTRICT

March 29, 2021

AGENDA ITEM:

Consider resolution regarding wage payments during emergency school closings.

EXPLANATION OR RATIONALE:

Monday, February 15, 2021, was a scheduled staff development/work day for staff, but due to the effects of the winter storm, many staff members were not able to work remotely as originally planned. Crosby ISD was closed to students and staff on Tuesday, February 16, 2021, through Friday, February 19, 2021, due to the effects of the statewide winter storm. TEA has communicated for districts to request Missed School Day Waivers without make-up days required or having to utilize bad weather days for days missed during this week. The District will request waivers for instructional minutes for Tuesday through Friday as directed by TEA.

Pursuant to Policy DEA (LOCAL), during an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. 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.

The recommended resolution satisfies the requirement of the Board to establish the purpose and parameters for continued wage payments for the emergency school closing of Crosby ISD from Monday, February 15, 2021, through Friday, February 19, 2021.

FINANCIAL OR PERSONNEL IMPLICATION:

None.

RECOMMENDATION:

Administration recommends approval of the Resolution of the Board of Trustees of Crosby Independent School District Regarding Wage Payments during Emergency School Closings.

CONTACT PERSON:

Lesa Jones, CFO

ACTION REQUIRED

NO ACTION REQUIRED