



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: May 20th, 2020

Purpose: Presentation/Report Recognition Discussion/ Possible Action

Closed/Executive Session Work Session Discussion Only Consent

From: Chad Doucet, Interim Chief of Staff

Item Title: Discussion and Possible Action concerning adoption of a Resolution of the South San Antonio Independent School District Board of Trustees to amend the March 20th 2020 Board of Trustees resolution and related matters.

Description:

Historical Data:

Recommendation:

District Goal/Strategy:

Strategy 1 We will engage all school community members through transparency and effective communication to promote a positive perception and create a strong brand.

Funding Budget Code and Amount:

APPROVED BY:

SIGNATURE

DATE

Chief Officer:

CFO Funding Approval:

Superintendent:

**RESOLUTION OF THE SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES PURSUANT TO DISTRICT POLICY DEC (LOCAL), DEAB
(LOCAL), DED (LOCAL), and CH (LOCAL)**

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of the South San Antonio Independent School District for purposes necessary in the conduct of the public schools as determined by the Board; and,

WHEREAS, the Board acknowledges that due to the District's emergency closing due to the COVID-19 virus, many District employees have been instructed not to report for work, or to work intermittently; and,

WHEREAS, the Board previously found, via Resolution dated March 20, 2020, that a need existed to address wage payments for employees who are idled; and,

WHEREAS, the Board previously determined that employees who were instructed not to report to work would suffer a loss of pay if the District is closed; and,

WHEREAS, on March 20, 2020 the Board previously concluded that continuing wage payments to all regular employees, contractual and noncontractual, salaried and non-salaried, who suffer a loss in pay due to an emergency closing served the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen; and,

WHEREAS, as to nonexempt hourly employees only, who were called on to work during an emergency closing, the Board further concluded that payment of these employees at a premium rate, as provided via the March 20, 2020 Resolution, served the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff; and,

WHEREAS, as to nonexempt hourly employees only, who were called on to work during the emergency closing, the Board further concluded that payment of certain employees at a premium rate, as provided in the March 20, 2020 Resolution, served the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff; and,

WHEREAS, the Board previously concluded that during the current emergency, the Superintendent may be required to make significant expenditures of District resources, to cover expenses for the emergency acquisition of goods and services that become necessary, but due to the emerging conditions, are difficult or impossible to anticipate; and,

WHEREAS, by various proclamations and directives, the Governor of Texas has directed that governmental entities and political subdivisions undertake to the extent feasible, consistent with the maintenance of public safety, to return to normal or near-normal operations.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the South San Antonio Independent School District that:

1. The recitals set forth above are found by the Board to be true and correct.

2. That effective as of June 5, 2020, the employees of South San Antonio ISD are directed to resume their normal duties and hours of work consistent with the maintenance of the District's normal summer operations schedule.
3. That the emergency regular wage payments to all non-temporary employees—contractual and noncontractual, salaried and non-salaried, full or part-time which was declared by Board Resolution on March 20, 2020 remain in full force and effect through the close of business on June 5, 2020, and thereafter will be terminated, as the District will be returning to its pre-COVID-19 crisis payroll policies and procedures thereafter.
4. That exempt professional employees, as well as all other South San Antonio ISD employees who are employed under an employment contract may continue to be required to work, by South San Antonio ISD in the performance of their regular job duties, even in the event that not all professional and/or contractual employees are so required to work, as was declared by Board Resolution on March 20, 2020. This directive will remain in full force and effect through the close of business on June 5, 2020, and thereafter will be terminated, as the District will be returning to its pre-COVID-19 crisis payroll policies and procedures thereafter.
5. That Nonexempt/Classified employees, who were required to work by written directive of South San Antonio ISD administration during the emergency closing, and who were paid at the rate of one and one-half of their regular rate of pay for all hours actually worked up to 40 hours per week, minus any compensation calculated as due under Paragraph 2, above continue to receive this premium pay through the close of business on June 5, 2020. This directive thereafter will be terminated, as the District will be returning to its pre-COVID-19 crisis payroll policies and procedures thereafter. Beginning on June 6, 2020 the voted March 20, 2020 authority for premium pay is rescinded.
6. That the Superintendent's temporary increase of authority to authorize District single purchases of goods and services as set forth in District Policy CH (Local) is revoked, and the limits set forth in District Policy CH (Local) are restored.
7. That the requirement, set forth in District Policy DEAB (Local) that employees are required to use accrued compensatory leave time within the duty year in which it is earned is hereby suspended for the 2019-20 duty year only. Employees accumulating compensatory leave time during the 2019-20 duty year only, may at their election, be authorized to carry such accrued leave over to the 2020-21 year only. Notwithstanding this temporary provision, employees with accrued compensatory leave time at the end of the 2019-20 duty year may continue to be paid for such accrued leave at their election in accordance with District Policy DEAB (Local).
8. That the requirement, set forth in District Policy DED (Local) that full-time professional and paraprofessional employees in positions requiring 240 workdays of service per year are required to use accrued vacation days within the work year in which they are earned is hereby suspended for the 2019-20 work year only. Employees accumulating vacation days during the 2019-20 work year only, may at their election, be authorized to carry such accrued leave over to the 2020-21 year only. Under this temporary provision, employees with accrued vacation days at the end of the 2019-20 duty year may be paid for such accrued but unused vacation.
9. That employees seeking to be paid for the redemption of some or all of the accrued days in lieu exercising the carry-over provisions as set forth in Paragraphs 7 and 8, above, shall

notify the District's Payroll Office, via the completion of an appropriate election form made available by such Payroll Office, and delivered to such payroll office not later than 5:00 pm on June 15, 2020. The failure to timely deliver such notice shall be considered by the District to be the employee's election to carryover accrued but unused compensatory leave and/or or vacation days into the 2020-21 school year.

Adopted this 20th day of May 2020 by the South San Antonio Independent School District Board of Trustees.

GILBERT F. RODRIGUEZ
President

ATTEST:

SHIRLEY IBARRA PENA
Secretary