

**RESOLUTION OF THE SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES PURSUANT TO DISTRICT POLICY DEC (LOCAL)**

and

**EXPANSION OF SUPERINTENDENT'S PURCHASING AUTHORITY
UNDER DISTRICT POLICY 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 in the event of any emergency closing due to the COVID-19 virus, many District employees may be instructed not to report for work; and,

WHEREAS, the Board finds that a need exists to address wage payments for employees who are idled; and,

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if the District is closed; and,

WHEREAS, the Board concludes 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 serves 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 are called on to work during an emergency closing, the Board further concludes that payment of these employees at a premium rate, as provided in this resolution, serves 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 are called on to work during an emergency closing, the Board further concludes that payment of these employees at a premium rate, as provided in this resolution, serves 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 concludes 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:

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. In the event of an emergency closing of South San Antonio ISD due to the COVID-19 virus or any other declared emergency, regular wage payments to all non-temporary employees—contractual and noncontractual, salaried and non-salaried, full or part-time shall remain in full force and effect during the period of the emergency closing.

3. Exempt professional employees, as well as all other South San Antonio ISD employees who are employed under an employment contract may 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. Exempt professional employees, as well as all other South San Antonio ISD employees who are employed under an employment contract may be required to work by South San Antonio ISD without the payment of additional compensation.
4. Nonexempt/Classified employees, who are required to work by written directive of South San Antonio ISD administration during the emergency closing, shall be 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. Overtime for time actually worked over 40 hours in a week shall be calculated and paid according to applicable wage and hour law.
5. The Superintendent's authority to authorize District single purchases of goods and services as set forth in District Policy CH (Local) is temporarily increased to the amount of Two Hundred Fifty Thousand Dollars (\$250,000.00).
6. The authority granted by this resolution to continue wage payments to employees, and increase the Superintendent's purchasing authority is effective during the closure of school buildings with a maximum duration of no longer than [REDACTED] days, unless the Board takes action to authorize payment for a longer duration.

Adopted this ___ day of _____ 2020 by the South San Antonio Independent School District Board of Trustees.

GILBERT F. RODRIGUEZ
President

ATTEST:

SHIRLEY IBARRA PENA
Secretary
