



## **ALEDO ISD BOARD MEETING TEMPLATE**

**MEETING DATE:** January 20, 2014

**AGENDA ITEM:** Consider Approval of Resolution for Compensation Days for Bad Weather Days

**PRESENTER:** Earl Husfeld

**ALIGNS TO BOARD GOAL(S):** Financial/Facilities – The District shall exhibit excellence in financial and facility planning, management, and stewardship.

**BACKGROUND INFORMATION:**

- As you are aware, due to extreme weather conditions and for the safety of all students and staff, the Superintendent closed school facilities on the following four (4) days: December 6, December 9, December 10, and December 11.
- The District's 2013-2014 School Calendar provides for two (2) bad weather makeup days.
- The District will seek instructional day waivers and a reduction of the number of teacher service days from the Texas Education Agency for the additional two (2) bad weather days.

**ADMINISTRATIVE CONSIDERATIONS:**

- The question that often arises is whether or not school districts can lawfully pay employees for days missed due to school closures which are not subsequently made up with additional work days.
- Although legal arguments can be made that no action is necessary in order to authorize payment, the safest practice is for the District's Board of Trustees to adopt a resolution containing certain points.
- The following Resolution to Compensate Employees for Bad Weather Days contains the required information to address the days missed in December 2013.
- As shared with you during the meeting on January 15, proposed revisions to Policy DEA (Local), Disaster Pay, provides the District similar direction on how to handle employee pay for any future days that may be missed due to bad weather.

**FISCAL NOTE:**

No additional financial impact.

**ADMINISTRATIVE RECOMMENDATION:**

The Administration recommends approval of the Resolution to Compensate Employees for Bad Weather Days as presented.

**RESOLUTION TO COMPENSATE EMPLOYEES  
FOR BAD WEATHER DAYS**

**WHEREAS**, due to extreme and unprecedented adverse weather conditions and for the safety of all students and staff, Aledo ISD closed school facilities on the following days during the 2013-2014 school year: December 6, December 9, December 10, and December 11;

**WHEREAS**, the vast majority of Aledo ISD employees were directed to not come to work during the bad weather days;

**WHEREAS**, Aledo ISD will make up two (2) of the bad weather days and will seek instructional day waivers and a reduction of the number of teacher service days from the Texas Education Agency for the additional two (2) bad weather days;

**WHEREAS**, it is reasonably anticipated that TEA will grant an instructional day waiver for two (2) days;

**WHEREAS**, Aledo ISD believes there is a public purpose for paying employees for missed work days that will not be made up in instructional days;

**WHEREAS**, the public purposes to be served by paying all employees for work days missed and not made up because of bad weather include the equitable treatment of all employees which provides for enhanced employee morale, a reduction in turnover, a reduction in unemployment claim exposure, encouraging the safety of all employees and their children, and fair treatment of employees who could not work due to the District's cancellation of the school days.

**NOW, THEREFORE, BE IT RESOLVED THAT:**

Section 1. The Aledo ISD shall pay employees who were unable to work due to the Superintendent's decision to close the District for days which are the subject of the instructional day waiver submitted to the Texas Education Agency and who do not work to make up those days.

Section 2. The Board of Trustees hereby (1) determines these payments serve a public purpose; (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) finds the District will receive a return benefit.

**THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES  
OF THE ALEDO ISD THAT:**

The resolution to compensate employees for bad weather days is hereby approved.

**PRESENTED AND PASSED** this 20<sup>th</sup> day of January, 2014, by a vote of \_\_\_\_\_  
**Ayes** and \_\_\_\_\_ **Nays** by the Board of Trustees of the Aledo ISD.

By: \_\_\_\_\_  
Jay Stringer  
President, Board of Trustees

By: \_\_\_\_\_  
Johnny Campbell  
Secretary, Board of Trustees