

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE SMITHVILLE
INDEPENDENT SCHOOL DISTRICT REGARDING EMPLOYEE PAY
DURING WEATHER EMERGENCY**

WHEREAS, inclement weather conditions across Texas resulted in freezing temperatures, sleet, ice and snow during the week of February 15-19, 2021; and

WHEREAS, freezing temperatures in Smithville, Texas and surrounding areas resulted in loss of power, water and other basic necessities, necessitating school closures; and

WHEREAS, while schools remained closed, some employees of the District continued to work to protect District property and preserve District operations, while others were without work although they were ready, willing and able to return to work; and

WHEREAS, the Board finds that there is a public purpose served, and a benefit to Smithville ISD, for the District to: (1) demonstrate support of its employees, (2) enhance employee morale, (3) support the retention of employees, by paying employees for the days that Smithville ISD was closed during the weather emergency, and (4) authorize extra duty pay for employees who worked during the weather emergency to protect and preserve property of the District:

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Smithville Independent School District as follows:

1. All the above-referenced recitals are incorporated into and made a part of this Resolution.
2. There is a public purpose served, and a benefit to Smithville ISD for the District to authorize the Superintendent of Schools to compensate school district employees who remained ready, willing and able to work during the week of February 15-19, 2021 but who were prohibited from working due to emergency weather closures.
3. The Board authorizes the Superintendent of Schools to compensate employees for

hours/days missed for the week of February 15-19, 2021. This authority applies retroactively to include the February pay period(s).

4. The Board further finds that a public purpose and a benefit to the Smithville ISD exist to provide extra duty compensation to District employees who assisted with efforts to recover and restore regular district operations during and in the aftermath of the inclement weather occurring during the dates of February 15-19, 2021 and that such compensation shall be made in accordance with CKC(LEGAL) and (LOCAL). This authority applies retroactively to include the February pay period(s).

PASSED and ADOPTED this 1st day of March, 2021, by the Board of Trustees of the Smithville Independent School District.

President, Board of Trustees

Attest:

Secretary, Board of Trustees