

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE CROWLEY INDPENDENT SCHOOL DISTRICT
TO COMPENSATE EMPLOYEES FOR BAD WEATHER DAYS**

WHEREAS, due to extreme and adverse weather conditions and for the safety of all students and staff, Crowley ISD school facilities were closed for five (5) days in February during the 2020-2021 school year: February 11, February 16, February 17, February 18 and February 19, 2021.

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

WHEREAS, Crowley ISD believes there is a public purpose for paying non-exempt, paraprofessional employees for five (5) missed work days that cannot be made up in instructional days or work days due to overtime requirements;

WHEREAS, Crowley ISD believes there is a public purpose for paying exempt employees for five (5) missed work days that will not be made up in instructional days or work days;

WHEREAS, February 15 was a staff/student holiday for all employees except for hourly auxiliary staff who do not have this paid holiday and were unable to report to work due to extreme inclement weather;

WHEREAS, hourly auxiliary staff were required to report to work on February 12 and February 19 as regular schedule work days;

WHEREAS Crowley ISD Maintenance department was closed for a total of five (5) days: February 11, February 15, February 16, February 17, February 18;

WHEREAS, Crowley ISD believes there is a public purpose for paying hourly auxiliary maintenance employees for five (5) missed work days that cannot be made up in work days due to overtime requirements;

WHEREAS, some hourly auxiliary maintenance employees were needed when the district was closed during extreme weather conditions who were essential to winterize and monitor the functioning of equipment in order to minimize damage, and assess and make repairs for any damage which would have resulted in an extended closure for students, and Crowley ISD believes there is a public purpose for paying the hourly auxiliary employees for any hours they worked on February 11, February 15, February 16, February 17, February 18, at double their hourly rate of pay;

WHEREAS, the public purposes to be served by paying employees for work days missed and not made up because of bad weather include 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.

a. The Crowley ISD shall pay employees who were unable to work due to the Superintendent's decision to close the District, per this resolution.

b. The Crowley ISD shall pay hourly auxiliary employees required to report to work as critical staff during the emergency weather closure, per this resolution.

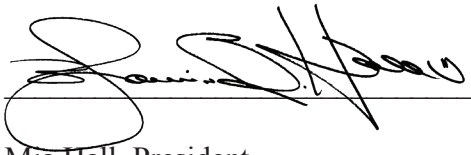
Section 2.

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.

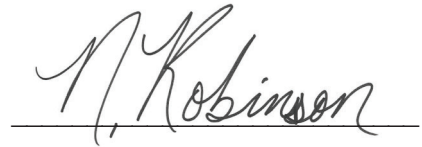
Motion was made by Ryan Ray, seconded by Lyndsae Benton, as part of the consent agenda, that the resolution above and foregoing, be adopted.

For: 6 Against: 0

The above Resolution was voted on at a regular meeting of the Board of Education held on the 25th day of February, 2021.

A handwritten signature in black ink, appearing to read "Mia Hall", written over a horizontal line.

Mia Hall, President
Board of Education, Crowley ISD

A handwritten signature in black ink, appearing to read "N. Robinson", written over a horizontal line.

Nedra Robinson, Secretary
Board of Education, Crowley ISD