# Resolution of the Board Regarding Extension of Pay

# during Precautionary Exclusion and Granting Superintendent Compensation Authority[[1]](#footnote-1)

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

WHEREAS, the Board acknowledges that during an pandemic, District employees may be instructed to work from home or in a role not typically in their job description and/or for less than their regular hours;

WHEREAS, the Board finds that a need exists to address pay for employees who are instructed to work from home or in a role not typically in their job description and/or for less than their regular hours:

WHEREAS, the Board determines that employees who are instructed to work from home or in a role not typically in their job description and/or for less than their regular hours: may suffer a loss of pay if they do not work their regular hours; and

WHEREAS, the Board concludes that providing regular pay to all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed to work from home or in a role not typically in their job description and/or for less than their regular hours: due to an pandemic, serves the public purposes of protecting students and staff, maintaining morale, and reducing turnover;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Millsap Independent School District authorizes providing regular pay for all regular employees—contractual and noncontractual, salaried and non-salaried—who are instructed to work from home or in a role not typically in their job description and/or for less than their regular hours **provided assigned work has been done**: during an pandemic. The District is not ‘closed’ and all employees are expected to work. Therefore, the District will not be paying time and a half as defined in DEA Local “Pay During Closing”.

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Board of Trustees of Millsap Independent School District authorizes the Superintendent to make compensation decisions and pay employees for conditions not yet determined or foreseen due to circumstances caused by the pandemic.

The authority granted by this resolution to provide regular pay for all employees instructed to work from home or in a role not typically in their job description and/or for less than their regular hours and authorizing the Superintendent to make compensation decisions and pay employees for conditions not yet determined or foreseen due to circumstances caused by the pandemic shall be for a maximum duration of 5 weeks unless the Board takes action to grant such authority for a longer duration.

***[***

Adopted this \_\_\_\_\_\_\_ (*date*) day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (*month*), \_\_\_\_\_\_\_ (*year*), by the Board of Trustees.

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Presiding Officer

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Secretary

1. [↑](#footnote-ref-1)