

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE GALVESTON INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Galveston Independent School District Board of Trustees recognizes that the territory included within the Galveston Independent School District recently suffered inclement weather conditions and significant damage associated with "Tropical Storm Imelda" and its aftermath;

WHEREAS, in order to prepare for and respond to "Tropical Storm Imelda," including its strong winds, storm surge, precipitation (including flooding), hazardous road conditions, subsequent damage and need for emergency operation shelters, Galveston Independent School District ceased operations beginning on Wednesday, September 18, 2019, and all subsequent days that followed until the time the District was open and fully operational.

WHEREAS, the Board of Trustees of the Galveston Independent School District seeks to retain its employees, facilitate efficient operation of educational activities, assist with emergency operations, staff and support of shelter operations and for any and all reasonable support services due to this state and federally determined disaster;

WHEREAS, the Board of Trustees of the Galveston Independent School District finds that compensating employees for work days missed as a result of inclement weather and hurricane conditions serves an important public purpose in that continued retention of such employees shall enable the school district to continue efficient operation(s) of educational and community activities;

WHEREAS, Board Policy DEA (Local) provides, "If the Board of Trustees of the Galveston Independent School District chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. Employees who are required to work during an emergency closing shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. The Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings;" and

WHEREAS, the Board of Trustees of the Galveston Independent School District also finds that there is a public purpose in the continued retention and morale for such employees to be compensated at a potential premium for time worked during the District's closure.

IT IS THEREFORE:

RESOLVED that the Board of Trustees of the Galveston Independent School District hereby authorizes the administration to compensate all employees for workdays when the District was closed due to inclement weather and hurricane conditions or the aftermath from the storm at their regular hourly or daily rate of pay, or at the Superintendent's discretion, "premium pay" for certain tasks or duties, according to the regular duty schedule the employee would have otherwise worked if not for the closure, or other schedule(s), as determined by the Superintendent. Substitutes and independent contractors are not eligible for the emergency pay outlined herein;

FURTHER RESOLVED that the Board of Trustees of the Galveston Independent School District hereby authorizes the administration to review and potentially award additional pay, in the administration's sole discretion, to employees who were required to report to duty on Wednesday, September 18, 2019 and/or any subsequent days that followed until the time the District opens or the District implements the Galveston ISD disaster recovery plan (whichever occurs first), at the rate of a maximum of 1.5 times their regular rate of pay. Substitutes and independent contractors are not eligible for the additional emergency pay outlined herein.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Galveston Independent School District during a scheduled Board Meeting on September 26, 2019. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: _____ Nays: _____ Abstentions: _____

To certify which, witness my hand and the official seal of the District this 26th day of September, 2019.

Mr. Anthony Brown
President, Board of Trustees
Galveston Independent School District