

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE  
ERA INDEPENDENT SCHOOL DISTRICT  
REGARDING WAGE PAYMENTS DURING EMERGENCY SCHOOL CLOSINGS**

**WHEREAS**, the Board of Trustees (the "Board") of the Era Independent School District (the "District") is authorized by Texas Education Code ("TEC") §45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board;

**WHEREAS**, the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work;

**WHEREAS**, the Board finds that a need exists to address wage payments for employees who are idled;

**WHEREAS**, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if the District is closed; and

**WHEREAS**, the Board concludes that continuing wage payments to all regular employees—contractual and non-contractual, salaried and non-salaried—who suffer a loss in pay due to inclement weather days and emergency closings during 2020-21 school year serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen;

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE ERA INDEPENDENT SCHOOL DISTRICT:**

**RESOLVED**, the Board of Trustees authorizes continued wage payments to all regular employees—contractual and non-contractual, salaried and non-salaried—who are instructed not to report to work during an emergency closing.

The authority granted by this resolution to continue wage payments to idled employees is effective for a closure with a maximum duration of **the 2020-21 school year** unless the Board takes action to authorize payment for a longer duration.

**APPROVED AND ADOPTED** this 25<sup>th</sup> day of February, 2021, by the Era ISD Board of Trustees.

By   
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Jeff Brown, Era ISD Board President

By   
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Jennifer Hunter, Era ISD Board Secretary