



**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
A RESOLUTION AUTHORIZING EMPLOYEE PAYMENT DURING
COVID-19 CLOSURE**

WHEREAS, the Code of Federal Regulations (C.F.R.) and the Fair Labor Standards Act (FLSA) governs employment relations; and

WHEREAS, the C.F. R. (Section 541.602) and FLSA, allows the District to adopt a policy to pay employees based on their established rate of pay during a shutdown due to the COVID-19 national emergency; and

WHEREAS, the Board of Trustees for the San Antonio Independent School District finds that it is in the best interest of the District to pay all SAISD permanent full time contract employees, permanent full time at-will employees, permanent full time paraprofessional employees, permanent full time classified employees, and any other regularly established positions, their established rate of pay, as determined by the Superintendent or his designee, during the District shutdown due to the COVID-19 national emergency; and

WHEREAS, the Board finds that paying the employees identified above serves a public purpose and that the District will benefit from allowing employees, at the District's discretion, to remain home during a shutdown due to the COVID-19 national emergency, and in retention of those same employees; and

WHEREAS, the Board finds it necessary, until April 3rd or until school instruction on campus resumes, but under no circumstances, no later than June 30, 2020, that the Superintendent of Schools be able to take any other reasonable and necessary action on behalf of the District for the protection of the health and welfare of students and employees and the protection of District property;

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby authorizes the Superintendent of Schools to pay all employees, identified above, their established rate of pay, as determined by the Superintendent or his designee, in the event the Superintendent suspends part or all of the District's operations and directs any of the employees not to report to work;

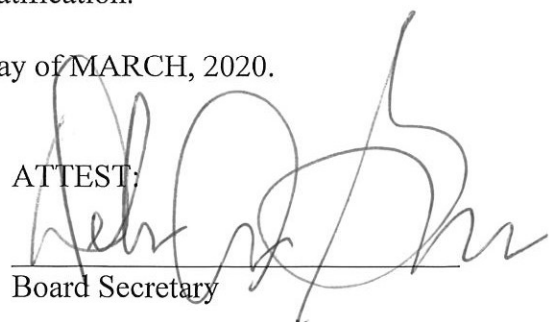
And, further, that the Board hereby delegates authority, to the Superintendent of Schools to take any other reasonable action to protect the health and welfare of students and employees and to protect District property, provided such action is necessary in response to an imminent risk arising from the COVID-19 national emergency, and further provided any such action is reported to the Board at future meetings for discussion and, if necessary, ratification.

PASSED, ADOPTED AND APPROVED this the 17th day of MARCH, 2020.

APPROVED:


Board President

ATTEST:


Board Secretary