

RESOLUTION NO. – 2020 - 7

**APPROVAL OF AUTHORITY TO IMPLEMENT EMERGENCY MEASURES
INCLUDING PAY FLEXIBILITY FOR CERTAIN EMPLOYEES
AFFECTED BY COVID-19 PANDEMIC**

WHEREAS, the Novel Coronavirus and the disease associated with it (“COVID-19”) has been deemed a pandemic by national and global health organizations; and

WHEREAS, the federal government has declared a national state of emergency; and

WHEREAS, confirmed cases of COVID-19 have been reported in Indiana, including in the Indianapolis metropolitan area; and

WHEREAS, employees of the School City of Hobart have, or may have, their regular work hours reduced or otherwise disrupted due to exposure to, or contraction of, COVID-19, or due to the response to the pandemic by School City of Hobart, or other school systems and government agencies; and

WHEREAS, the Board wishes to minimize to the extent practicable the impact of exposure, contraction, or school and governmental responses to the pandemic on its employees’ earnings and benefits; and

WHEREAS, the ability of the Board to approve in advance all proposed actions to be taken in response to this emergency on an action by action basis may be restricted by requested or mandated social distancing or unavailability of board members;

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees hereby authorizes the Superintendent of Schools to implement such temporary practices and policies as are deemed necessary to mitigate the impact of this pandemic on the school city community, and to comply with requests of state and local government and the health care community.

BE IT FURTHER RESOLVED, that all actions taken by the Superintendent prior to this meeting in responding to the COVID-19 virus and its potential impact are hereby ratified and approved to the same extent as if approved prior to said action being taken.

BE IT FURTHER RESOLVED that Board of School Trustees hereby authorizes the Superintendent to make (or negotiate, as the case may be) such changes to pay, benefit and leave policies as she deems necessary or prudent to assist employees who suffer financial hardship as a result of circumstances directly related to the COVID-19 pandemic.

Approved this __17th__ day of March, 2020.

BOARD OF SCHOOL TRUSTEES
SCHOOL CITY OF HOBART

Terry Butler, President

Attest:

Secretary