

Resolution 2020-09  
March 17, 2020  
RESOLUTION OF THE BOARD REGARDING  
WAGE PAYMENTS DURING AN EMERGENCY SCHOOL CLOSURE

WHEREAS, the superintendent of schools may close any or all schools or district offices or dismiss them early because of a pandemic prevailing in the school district or any other emergency in the interest of health and safety. The superintendent will take such action only after consultation with transportation, emergency management, health, and weather authorities or other agencies as necessitated by the circumstances. The superintendent shall promptly notify the Board of a decision to implement such an emergency closure.

WHEREAS, the Board acknowledges that in case of a pandemic-related emergency closure, school employees may be instructed not to report for work. The Board concludes that a need exists to address the payment of wages to those employees who are idled and instructed not to report to work during such a closure and is not required or able to “work from home” or telecommunicate.

WHEREAS, employees who are instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date. The Board concludes that continuing wage payments to employees, salaried and non-salaried, who suffer a loss in pay due to a pandemic-related emergency closure, serves the legitimate purposes of maintaining morale, reducing turnover, and ensuring continuity of staffing when school reopens. Consideration for such employees is determined through funding sources. Employees whose pay is subject to Federal Funding sources may be excluded due to federal law and guidelines.

NOW THEREFORE BE IT RESOLVED that, in case of a pandemic-related emergency closure, the Board authorizes continued wage payments to employees, salaried and non-salaried, who are instructed not to report to work at the direction of the superintendent. Employees instructed not to report to work will be considered “on-call” employees. On-call employees are required to remain available to the employer to return to work at the discretion of the superintendent.

BE IT FURTHER RESOLVED, Further, this resolution such continued payment to employees applies only to pandemic-related emergency closures for the next sixty days, (subject to possible extension upon recommendation of the Superintendent) and does not apply, for example, to absences necessitated by an employee’s own health condition or quarantine.

DATED this 17th Day of March, 2020.

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Board of School Trustees

Attest: \_\_\_\_\_  
Secretary, Board of School Trustees

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