

RESOLUTION OF THE BOARD OF TRUSTEES OF REFUGIO INDEPENDENT SCHOOL DISTRICT FOR EMERGENCY CLOSURES AND RESPONSE TO THE COVID-19 PANDEMIC

WHEREAS, the rapid spread of Novel Coronavirus (COVID-19) has resulted in a pandemic that poses significant threats to the public health and the safety of the students of Refugio Independent School District (“Refugio ISD”);

WHEREAS, Refugio ISD is tasked with the provision of educational services to its students in a safe and healthy learning environment;

WHEREAS, Refugio ISD has a responsibility to support public health efforts and contribution to mitigation efforts to slow the spread of COVID-19;

WHEREAS, Governor Greg Abbott, on March 13, 2020, certifying that COVID-19 poses an imminent threat of disaster, declared a state of disaster for all counties in the State of Texas;

WHEREAS, President Donald Trump, on March 13, 2020, proclaimed that the COVID-19 outbreak in the United States constitutes a national emergency;

WHEREAS, Judge Robert Blaschke, on March 16, 2020, proclaimed a disaster declaration for Refugio County;

WHEREAS, Refugio ISD has ordered the emergency closures of all district facilities for March 17, 2020 through April 3, 2020;

WHEREAS, Refugio ISD recognizes that additional emergency closures may be necessary and may occur after April 3, 2020;

WHEREAS, Refugio ISD is committed to continuing to provide educational services to its students and plans to leverage existing resources to do so;

WHEREAS, the Refugio ISD Board of Trustees (“Refugio ISD Board”) is authorized by Texas Education Code section 45.105 to expend funds of Refugio ISD for purposes necessary in the conduct of the public schools as determined by the Board;

WHEREAS, the Refugio ISD Board acknowledges that during an emergency closure, many District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services;

WHEREAS, the Refugio ISD Board finds that a need exists to address wage payments for employees who are idled and those required to work during emergency closures;

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

WHEREAS, the Refugio ISD Board concludes that continuing wage payments to all regular employees—contractual and non-contractual, salaried and non-salaried—who may suffer a loss in pay due to an emergency closure serves the public purposes of maintaining morale, reducing turnover and ensuring continuity of District staffing when schools reopen; and

WHEREAS, as to nonexempt employees who are called on to work during an emergency closure, the Board further concludes that payment of these employees at a premium rate, as provided in

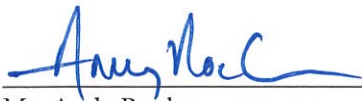
DEA (LOCAL), serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff.

Be it resolved,

1. That all the above-reference paragraphs are incorporated into and made part of this resolution.
2. That it is hereby found, determined, and declared that emergency closures of all Refugio ISD facilities are a necessary and appropriate response to the COVID-19 pandemic.
3. That Refugio ISD shall provide educational services to its students via non-traditional methods such as an e-learning platform.
4. That Refugio ISD shall comply with any and all requirements necessary to apply for instructional minutes waivers from the State of Texas.
5. That the Refugio ISD Board authorizes continued wage payments to all employees—contractual and non-contractual, salaried and non-salaried—who are instructed not to report to work during the emergency closures.
6. That nonexempt employees who are required to work during the emergency closures shall be paid as described in DEA (LOCAL).
7. That administrative regulations regarding Leave and Absences as described in the Employee Handbook shall continue to apply for employees required to work during the emergency closures.
8. That employees who are instructed not to report to work during the emergency closures shall not be considered absent for the purposes of applying administrative regulations regarding Leave and Absences as described in the Employee Handbook.
9. That the Superintendent shall have the authority to authorize the continuation of these measures should additional emergency closures be deemed necessary by the Superintendent.

RESOLVED THIS THE 17th day of March, 2020.

ATTEST:



Mr. Andy Rocha
President of the Board of Trustees
Refugio Independent School District



Jorge Jaso
Secretary of the Board of Trustees
Refugio Independent School District