

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE CROWLEY INDEPENDENT SCHOOL DISTRICT
TO COMPENSATE EMPLOYEES FOR BAD WEATHER DAYS**

WHEREAS, due to extreme and adverse weather conditions and for the safety of all students and staff, Crowley ISD school facilities were closed for two (2) days during the 2024-2025 school year: Thursday, January 9, 2025 and Friday, January 10, 2025.

WHEREAS, the vast majority of Crowley ISD employees were directed to not come to work on Thursday, January 9, 2025 and Friday, January 10, 2025;

WHEREAS, Crowley ISD believes there is a public purpose for paying non-exempt, paraprofessional employees for two (2) missed work days (Thursday, January 9, 2025 and Friday, January 10, 2025) that cannot be made up in instructional days or work days due to overtime requirements;

WHEREAS, Crowley ISD believes there is a public purpose for paying exempt employees for two (2) missed work days (Thursday, January 9, 2025 and Friday, January 10, 2025) that will not be made up in instructional days or work days;

WHEREAS Crowley ISD Maintenance Department was closed for a total of two (2) days: Thursday, January 9, 2025 and Friday, January 10, 2025;

WHEREAS, Crowley ISD believes there is a public purpose for paying hourly auxiliary maintenance employees for two (2) missed work days (Thursday, January 9, 2025 and Friday, January 10, 2025) that cannot be made up in work days due to overtime requirements;

WHEREAS, some hourly auxiliary maintenance employees were needed when the district was closed during extreme weather conditions who were essential to winterize and monitor the functioning of equipment in order to minimize damage, and assess and make repairs for any damage which would have resulted in an extended closure for students, and Crowley ISD believes there is a public purpose for paying the hourly auxiliary employees for any hours they worked on both Thursday, January 9, 2025 and Friday, January 10, 2025 at double their hourly rate of pay;

WHEREAS, some night security employees were needed when the district was closed during extreme weather conditions to ensure that buildings were secure after hours and assist with the ongoing monitoring of school campuses, and Crowley ISD believes there is a public purpose for paying the hourly night security employees for any hours they worked on both Thursday, January 9, 2025 and Friday, January 10, 2025 at double their hourly rate of pay;

WHEREAS, the public purposes to be served by paying employees for work days missed and not made up because of bad weather include enhanced employee morale, a reduction in turnover, a reduction in unemployment claim exposure, encouraging the safety of all employees and their children, and fair treatment of employees who could not work due to the District's cancellation of the school days.

NOW, THEREFORE, BE IT RESOLVED THAT:

Section 1.

a. The Crowley ISD shall pay employees who were unable to work due to the Superintendent's decision to close the District, per this resolution.

b. The Crowley ISD shall pay hourly auxiliary employees required to report to work as critical staff during the emergency weather closure, per this resolution.

c. The Crowley ISD shall pay night security employees required to report to work as critical staff during the emergency weather closure, per this resolution.

Section 2.

The Board of Trustees hereby (1) determines these payments serve a public purpose; (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) finds the District will receive a return benefit.

Daryl R. Davis II, President
Board of Education, Crowley ISD

Dr. Nedra Robinson, Secretary
Board of Education, Crowley ISD