

Resolution of Montessori Association of South Texas Board Regarding Wage Payments during  
Emergency School Closings (Includes Premium Pay)

WHEREAS, the MAST Board is authorized by Texas Education Code section 45.105 to expend funds for Corpus Christi Montessori School for purposes necessary in the conduct of the public charter schools as determined by the Board;

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

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

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

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

WHEREAS, as to nonexempt employees who are called on to work during an emergency closing, the Board further concludes that payment of these employees at a premium rate (hourly rate) serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency -related services and recognizes the services of essential staff;

NOW, THEREFORE, BE IT RESOLVED that the MAST Board of Directors for Corpus Christi Montessori School authorizes continued wage payments to all regular employees-contractual and noncontractual, salaried and non-salaried-who are instructed not to report to work during an emergency closing.

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during an emergency closing shall be paid at premium rate (hourly rate) for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law.

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The authority granted by this resolution to continue wage payments to idled employees and to pay an premium rate to nonexempt employees who provide emergency-related services is effective for a closure with a maximum duration of two weeks unless the Board takes action to authorize payment for a longer duration.

Adopted this \_\_\_\_\_ (date) day of \_\_\_\_\_ (month), \_\_\_\_\_ (year), by the Board of Directors.

\_\_\_\_\_ Board President

\_\_\_\_\_ Board Secretary