

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES  
March 18, 2020  
Resolution #020/19-20  
COVID-19 (State and National Emergency)**

**TO COMPENSATE EMPLOYEES DUE TO DISTRICT CLOSURE**

Whereas, the recent COVID-19 virus resulted in the closure of the Brownsville ISD on March 23, 2020 up to a maximum of 45 days (May 22, 2020), and possibly for a longer period of time, for the safety of students and staff; and

Whereas, the District followed the recommendation of Dr. René Gutiérrez, and closed the campuses of the Brownsville ISD; and

Whereas, Brownsville ISD closed the campuses because it must act in the best interest of, and for the safety of, its students and staff; and

Whereas, through circumstances completely beyond their control, most Brownsville ISD employees are forced to miss work days because the school district was closed; and

Whereas, there is a public purpose served and a benefit to the Brownsville ISD to demonstrate support of its employees, enhance employee morale and support the retention of employees;

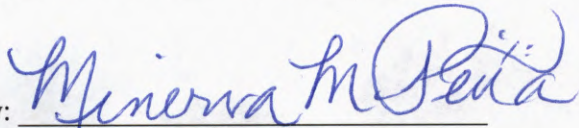
Whereas, some Brownsville ISD employees' work schedules will be affected by these closures; and

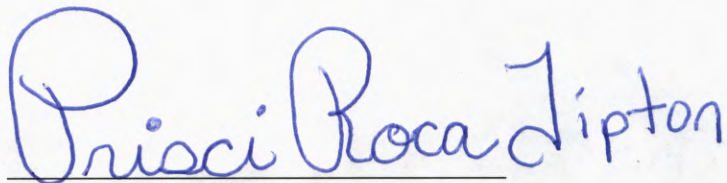
Whereas, this resolution is not meant to excuse the failure to report to duty on these days by any employees who were instructed by the administration to do so or who are required by contract or job description to report for duty, and who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public;

**Now therefore, be it resolved by the Board that:**

1. All of the above referenced paragraphs are incorporated into and made a part of this resolution; and
2. The Board determines that none of the days missed due to school district closure during the COVID-19 virus will be made up by the Brownsville ISD employees through either instruction of students or performance of other duties unless required by TEA; and
3. The Board finds a public purpose and benefit to the Brownsville ISD to excuse and/or forgive the absences by BISD employees due to school district closure during the recent COVID-19 virus, and that payments for such days are necessary in the conduct of the public schools as provided by Texas Education Code Section 45.105(c); and
4. The Board hereby authorizes the Superintendent of Schools to excuse the days of absence of BISD employees for school district closure necessitated by the COVID-19 virus, and to pay all employees full compensation for these days; and
5. The Board also hereby authorizes and ratifies the decision of the Superintendent of Schools to compensate employees who came to work during the district closure and performed extra duties with additional compensation in the amount of one-half of their hourly wage for all time actually worked while the District is closed .
6. This resolution includes the emergency waiver of the \$50,000.00 state required minimum for procurement and gives the Superintendent up to \$500,000.00 authority under this specific resolution.
7. The Board further resolves to provide meals for BISD students from Monday thru Friday at the 12 designated pickup locations. Students must be present when picking up meals as per Federal Guidelines.

**Approved this 18th day of March, 2020.**

By:   
**Board President**

Attest:   
**Board Secretary**