

**RESOLUTION OF THE BOARD OF EDUCATION  
OF  
DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

**MAINTENANCE OF EMPLOYEE COMPENSATION  
DURING STATE OF EMERGENCY**

**WHEREAS**, on March 10, 2020, Governor Jared Polis declared a state of emergency and issued Executive Order D 2020 003 on March 11, 2020 to mitigate against the further spread of COVID-19; and

**WHEREAS**, on March 18, 2020, Governor Jared Polis issued an Executive Order suspending in-person learning in public and private schools across the state from March 23 to April 17, 2020; and

**WHEREAS**, in response to this Executive Order, Douglas County School District (the “District”) closed all of its facilities including school buildings, administrative offices, Before and After School Enterprise (BASE), preschool programs, outdoor education, and facility rentals; and

**WHEREAS**, due to such closures, District teachers have been directed to provide students with remote learning opportunities beginning March 24, 2020; and

**WHEREAS**, due to such closures, District staff need to temporarily adjust to a scheduled workday in which some employees are required to work from home while other employees, due to the nature of their jobs, may be required to work on-site; and

**WHEREAS**, the Superintendent has recommended that despite such closures, all regular employees (certified/licensed teachers and staff, classified groups, professional-technical, administrative employees, transportation, preschool and long-term substitutes) should continue to receive their normal compensation (base pay) and benefits during this time when facilities are closed and, should continued closure be necessary, through the remainder of the school year; and


**WHEREAS**, the Superintendent forecasts that the budgetary impact of continuing to compensate all Enterprise Program regular employees (e.g., Nutrition Services, Before and After School Enterprise (BASE), and Stone Canyon Outdoor Education) with their base pay and benefits may require an expenditure of approximately \$600,000 from Enterprise Programs’ reserves/fund balance.


**NOW, THEREFORE**, be it resolved that the Douglas County School District RE-1’s Board of Education supports the Superintendent’s recommendation to continue compensating regular employees with their base pay and benefits during this time when facilities are closed and, should continued closure be necessary, through the remainder of the school year and further approves the use of Enterprise Programs’ reserves/fund balance to fund continuing compensation of Enterprise Program regular employees during this period of time.

Adopted and approved this 26<sup>th</sup> day of March, 2020 by a vote of 7-0.



DOUGLAS COUNTY SCHOOL DISTRICT  
RE-1

By   
David Ray, President

By   
Elizabeth Hanson, Secretary