

**THE BOARD OF TRUSTEES OF THE  
COLLEGE STATION INDEPENDENT SCHOOL DISTRICT**

**RESOLUTION**

**WHEREAS**, the recent freezing weather conditions and resulting hazardous travel conditions which resulted in the closure of schools and facilities in the College Station Independent School District ("CSISD") for the safety of students and staff on January 16, 2018;

**WHEREAS**, through circumstances outside of their control, CSISD employees missed work due to the closure of school facilities and operations;

**WHEREAS**, there is a public purpose served and a benefit gained by CSISD in offering support and stability to employees during times of hardship; and

**WHEREAS**, the Board believes that a public purpose exists for compensating employees on days when they are unable to work due to the unexpected closure of school facilities or operations as a result of catastrophic weather conditions;

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

1. The Board determines that the District will not require employees to make up the work day missed on January 16, 2018 due to closure of school facilities and operations because of inclement weather – icy conditions;
2. The Board finds that a public purpose and a benefit to the CSISD exist to compensate CSISD employees for this work day missed due to closure of school facilities or operations in this instance, and that this expenditure is necessary in the conduct of the public schools as provided by Texas Education Code § 45.105(c);
3. The Board hereby authorizes the Administration to take any and all action necessary to fulfill the purposes of this Resolution.

Adopted by the vote of the majority of members of the Board of Trustees of the College Station ISD present and voting at an open meeting of the Board on the 20th day of February 2018, at which a quorum was present:

BY: \_\_\_\_\_  
Jeff Harris, Board President

BY: \_\_\_\_\_  
Michael Nugent, Board Secretary

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

PAY ADMINISTRATION	The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.
ANNUALIZED SALARY	The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.
PAY INCREASES	The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.
MID-YEAR PAY INCREASES CONTRACT EMPLOYEES	A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements]
NON-CONTRACT EMPLOYEES	The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.
PAY DURING CLOSING	During an emergency closing for which the workdays are not scheduled to be made up at a later date, all employees shall continue to be paid for their regular duty schedule regardless of whether the employees are required to report to work. The Board shall, by resolution or other Board action, set the parameters for payment during closings and reflect the purpose served by the expenditure. [See EB for the authority to close schools]

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(LOCAL)

FEDERALLY  
DECLARED  
DISASTERS

Nonexempt employees who are required to work during an emergency closing for a federally declared disaster shall be paid at the rate of one and one-half times their regular rate of pay 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. [See DEAB] The Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.