

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

RESOLUTION

WHEREAS, the Brazos County area (including territory in College Station Independent School District, "CSISD"), experienced inclement weather conditions of snow, rain and freezing rain, and in its aftermath some or all of the following resulted: dangerous road conditions and closures resulted as well as power outages and rolling blackouts. The dates affected: January 10, 2021, January 11, 2021, and February 14, 2021 through February 19, 2021; and

WHEREAS, due to the conditions stated above, for the safety of students and staff, schools, and facilities within CSISD were closed on Monday January 11, 2021 and Monday, February 15, 2021 through Friday February 19, 2021 (for a total of 6 days); and

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

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 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 determines that employees who are instructed not to report to work may suffer a loss of pay if 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 schools reopen; and

WHEREAS, it is believed it is in the best interest of CSISD to retain the originally adopted work calendar; 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, as provided at DEA(LOCAL), serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff;

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 days missed on January 11, 2021 and February 15, 2021 through February 19, 2021 due to closure of school facilities and operations as a result of inclement weather and its aftermath;

2. The Board finds that a public purpose and a benefit to the CSISD exist to compensate CSISD employees for these work days 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 authorizes continued wage payments to all regular employees as described in policy DEA(LOCAL)—contractual and noncontractual, salaried and non-salaried—who are instructed not to report to work during an emergency closing.
4. The Board authorizes that nonexempt employees who are required to work during an emergency closing shall be paid at the premium rate described at DEA(LOCAL).
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 9^h day of March 2021, at which a quorum was present:

BY: _____
Mike Nugent, Board President

BY: _____
Jeff Horak, 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]

**Noncontract
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 closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See EB for the authority to close schools]

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

Premium Pay
During Disasters

Nonexempt employees who are required to work during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, 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.