

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE  
HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**

WHEREAS, due to a severe winter storm which left ice over the entire district, Hays CISD was closed on January 21, 2025 (the “closure”);

WHEREAS, through circumstances beyond their control, Hays CISD employees were forced to miss work at Hays CISD during the school closure;

WHEREAS, Board Policy DEA (Local) allows the Board to authorize payment of employees during a closure for which the workdays are not scheduled to be made up at a later date;

WHEREAS, the Board of Trustees of Hays CISD recognizes its obligation be good stewards of public resources and concludes that payment of employees during the closure, as provided by this resolution, is in the best interest of the school district, serves the appropriate public purpose of positively impacting employee morale, and ensures effective district operations.

**NOW THEREFORE BE IT RESOLVED BY THE BOARD THAT:**

- 1) The Board determines that the District will not require employees to make up workdays missed as a result of this emergency closure;
- 2) Employees will be compensated for their regular duty schedule during the closure in accordance with the eligibility requirements and restrictions detailed below:
  - a. Any employee who had previously requested and been approved for paid or unpaid leave on January 21, 2025, will be charged the appropriate leave day(s) and/or will have their pay docked for those pre-approved absences during the closure;
  - b. Any employee who was required to work during the closure but was absent from duty for a reason not related to the winter storm will be charged a leave day(s) and/or have their pay docked in accordance with District policy;
  - c. All other Hays CISD employees who were not able to work due to the closure or, if required to work during the closure were not able to report to work due to the severe winter storm, will be compensated for their regular duty schedule.
  - d. Eligible nonexempt employees paid on an hourly, not salaried, basis will be paid on an average daily rate of pay, as determined by the Superintendent, even though they did not work those days.
- 3) In accordance with Board Policy DEA (LOCAL), the Superintendent, or designee, is authorized to properly compensate those non-exempt auxiliary employees who reported to work as directed, and who performed duties assigned by their supervisor(s) on January 21, 2025, when the District was closed due to severe weather. Any such additional compensation shall be paid, according to the terms and conditions approved by the Superintendent or designee. This

compensation is in recognition of the valuable safety-related duties performed by those employees, despite the district's closure due to bad weather, and the benefits accrued by the District for the same.

4) The Board hereby authorizes the Superintendent or designee to take any steps deemed necessary and appropriate to fulfill the purposes of this resolution.

**CERTIFICATE FOR RESOLUTION**

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Hays Consolidated Independent School District during a regularly scheduled meeting on January \_\_\_\_\_, 2025. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: \_\_\_\_\_  
Nays: \_\_\_\_\_  
Abstentions: \_\_\_\_\_

To certify which, witness my hand and the official seal of the District this \_\_\_\_\_ day of January 2025.

\_\_\_\_\_  
President, Board of Trustees