

AGENDA

ITEM

GOAL: 4

OBJECTIVE: 4B

SUBJECT:

Resolution #25-10 allows for the compensation of district employees during the January 21 school day closure due to inclement weather.

RATIONALE:

All HISD schools were closed on January 21, due to inclement weather. Board Policy DEA (LOCAL) allows the Board the option to pay employees during an emergency school closure by acting on a resolution that reflects the purpose served by the expenditure of funds. Also, during this time, some non-exempt employees were called upon to work. This resolution also authorizes the payment of these employees above their regular pay by .5 of their hourly rates per hour worked during the time considered in this resolution. The cost to the district for this action is \$15,000. These employees are from the departments of Transportation, Child Nutrition, Maintenance and Technology.

RECOMMENDATION:

It is the recommendation of the Administration that the Board approve Resolution #25-10.

CONTACT PERSON (S):

Dr. Scott Sheppard, Superintendent
Dr. Nkrumah Dixon, Assistant Superintendent
of Human Resources and Operations

Attachments: Board Policy DEA (LOCAL)

**RESOLUTION #25-10 OF THE BOARD OF TRUSTEES OF
THE HUNTSVILLE INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Superintendent of Schools of the Huntsville Independent School District (the "District") suspended school activities for 1 day after an inclement weather event; and

WHEREAS, employees of the District who are paid hourly would receive a loss of wages due to the suspension of school; and

WHEREAS, the District's Board of Trustees finds that it is in the best interests of the District that its employees receive little to no loss of wages or leave time because of the temporary suspension of school activities:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF HUNTSVILLE INDEPENDENT SCHOOL DISTRICT AS FOLLOWS:

1. All employees of the District should receive full compensation for the day on which the District was closed; that is, Monday, July 8. The Board expressly finds that a public purpose is served by compensating its employees who were unable to work due to an unexpected school closure.

2. Non-exempt employees who worked on January 21, 2025 should receive compensation at a rate of .5 of their hourly rates for each hour worked on July 8. This pay is additional to the compensation described in number 1 above. PASSED and ADOPTED the 20th day of February, by the Board of Trustees of the

Huntsville Independent School District by the following vote:

AYES: _____ NOES: _____ ABSENT: _____ ABSTAIN: _____

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

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 classification of each job title within the compensation plan shall be 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 semi-monthly 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. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

*Midyear 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

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools.]