



JUDSON INDEPENDENT SCHOOL DISTRICT

Meeting Date: February 26, 2026

Submitted By: Cecilia Davis
Title: Deputy Superintendent

Agenda Item: Consider and take action regarding approving of Pay During Emergency Closure Per Board Policy DEA (LOCAL)

CONSENT ITEM

RECOMMENDATION:

It is recommended that the Board of Trustees approve the attached resolution for pay during the emergency closure of the District on January 26, 2026 per Board Policy DEA (LOCAL).

IMPACT/RATIONALE:

On January 26, 2026, JISD closed schools due to potential bad weather conditions and safety considerations for our students, staff and parents. Judson ISD meets the TEC 25.081 requirements for 75,600 operational minutes, thus not needing to make up the lost day during the emergency school closure. However, for employees not to incur a monetary loss of income due to the closing of school for that day, per **DEA (Local; attached)** the Board can choose to pay employees during an emergency closure for the hours lost which are not scheduled to be made up at a later date. Since Judson ISD does not need to make up the day due to meeting the requirements of the operational minutes, adoption of the Board Resolution will authorize the Judson ISD staff to be paid.

BOARD ACTION REQUESTED:

Approval/Disapproval



Resolution of the Board of Trustees Authorizing Payment During an Emergency School Closure

WHEREAS, on January 26, 2026 the Acting Superintendent determined that for the safety of students, staff and parents, all schools and district buildings would close due to potential bad weather conditions and safety considerations.

WHEREAS Judson ISD meets the TEC 25.081 requirements for 75,600 operational minutes, thus not needing to make up the day lost during the emergency school closure. However, for employees not to incur a monetary loss of income due to the closing of school, the Board can choose to pay employees during an emergency closure for the hours lost which are not scheduled to be made up at a later date.

NOW, THEREFORE, be it resolved and ordered by the Board of Trustees of the Judson Independent School District, in accordance with policy DEA (Local), the Board authorizes payment for employees during the emergency school closure that occurred January 26, 2026.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the Judson Independent School District to be affixed this 26 day of February, the year of our Lord two thousand and twenty-six.

Monica Ryan, President

Lesley Lee, 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 classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.

Annualized Salary

Generally, the District shall pay all salaried employees over 12 months in equal 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.]

Premium Pay
During Disasters

District employees who are required to work to mitigate the reason for an emergency closing or when District facilities are used for

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

sheltering purposes may 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. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay.

Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.