

Board Information Item

Information Packet

Board Agenda Information

Board Agenda Action

Board Agenda Consent

02/23/2026

Subject:

Approve the Resolution for Employee Payment During Weather School Closures

Contact Person:

Kelly Mires, Chief Human Resources Officer

Policy/Code:

DEA(LOCAL)

Priority and Performance Objective:

Priority 2: Faculty and Staff Recruitment, Retention, and Capacity Building
Objective 2.2: Employee Retention and Employee Satisfaction

Summary:

Board Policy DEA(LOCAL) addresses employee pay during closures by stating:

The Board has determined that paying employees for workdays missed due to a school closure that will not be made up in the instructional calendar serves a public purpose by enhancing employee morale, reducing turnover, reducing unemployment claim exposure, protecting the safety of employees and their children and ensuring fair treatment of employees. However, the Board retains the right to revisit this determination and reverse or deny it in connection with any school closure to ensure that the identified public purposes are being accomplished and that the District is actually receiving the return benefits from these expenditures.

During an emergency closure, all exempt employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action.

During an emergency closure for which the workdays are not scheduled to be made up at a later date, nonexempt employees of

the District who were prevented from working by reason of the closure shall be paid for each day missed, up to five days, in accordance with each employee's normal pay rate for that day.

This policy also addresses premium pay for non-exempt employees who work at a district facility during disasters. It states:

Non-exempt employees who are required to work during an emergency closing for a disaster - as declared by a federal, state, or local official: the Board; or the Superintendent - shall be paid the regular rate of pay for work performed from a remote location and shall be paid at the rate of one and one-half times their regular rate of pay for actual hours worked at a physical District location up to 40 hours per week.

Some non-exempt employees worked during the bad weather closures on January 26- 28, 2026, to evaluate district facilities as needed.

Attachments:

Recommendation: The recommendation is for the Board of Trustees to approve the resolution to pay exempt and non-exempt employees for January 26 -28, 2026, and to pay non-exempt employees who worked at a physical District location on January 26-28, 2026, premium pay in accordance with Board Policy.

**RESOLUTION OF THE BOARD OF TRUSTEES OF
GRAPEVINE-COLLEYVILLE ISD INDEPENDENT
SCHOOL DISTRICT
RESOLUTION**

WHEREAS, the Board of Trustees (“Board”) of the Grapevine-Colleyville ISD Independent School District (“Grapevine-Colleyville ISD” or “District”) is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District; and

WHEREAS, the Board, through its employment policies may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.1513(c); and

WHEREAS, the Board is authorized by Texas Education Code § 45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board; and

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; and

WHEREAS, the District was closed, other than essential employees, from January 26 – 28, 2026 due to inclement weather; and

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; and

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; and

WHEREAS, the Board concludes that continuing wage payments to all regular employees, contractual and non-contractual, 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, 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, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE GRAPEVINE-COLLEYVILLE ISD INDEPENDENT SCHOOL DISTRICT:

RESOLVED, that the Board of Trustees of the Grapevine-Colleyville ISD Independent School District authorizes continued wage payments to all regular employees, contractual and non-contractual, salaried and non-salaried, who are instructed not to report to work during an emergency closing.

RESOLVED, that auxiliary employees who are required to work during an emergency closing shall be paid at the premium rate described at DEA (LOCAL).

RESOLVED, auxiliary employees for premium pay purposes are defined as those working in student nutrition, maintenance, custodial services, transportation, distribution, and mechanics. This definition for premium pay purposes does not include technology personnel, police department personnel, nor paraprofessionals.

RESOLVED, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

RESOLVED, the Board has determined that employees who were not called into work during those days will not be expected to make up those days as a part of the work calendar.

RESOLVED, the authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate to nonexempt employees who provide emergency-related services is effective for the closure of January 26 – 28, 2026, unless the Board takes action to authorize payment for a longer duration.

PASSED AND APPROVED this ____ day of _____ 2026 by the Board of Trustees for the Grapevine-Colleyville ISD Independent School District.

By: _____
Shannon Braun, Board President

Attest: _____
Kathy Florence Spradley, Board Secretary