

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

Date: October 28, 2024

Agenda Item: O.3

Board Goal: Community Relations

Subject: First reading of proposed revisions to Board Policy DEAB (Local) – Comp Plan: Wage & Hour Laws

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

A. Purpose of Agenda Item:

Action needed Information only Receive input

B. Authority for This Action:

Local Policy Law or Rule N/A
Texas Education Code 11.201

C. Goal or Need Addressed:

First reading of proposed revisions to DEAB (LOCAL) to ensure compensation with overtime pay for overtime worked by nonexempt employee and remove language about compensatory time.

D. Summary:

Previous Board action relating to this item: N/A

Future action anticipated: Second Reading and possible adoption at the November 2024 Board meeting

Background information: Last month, the district made a decision to halt the accumulation of compensatory time, electing to pay non-exempt employees for overtime. The proposed revisions clarify this in local policy.

E. Comments Received

Cabinet DLT FBOC Teacher Org Reps Other

F. Administrative Recommendation:

No recommendation is needed at this time. This agenda item is for First Reading only.

Advantages and benefits of this proposal: The language clarifies the district's decision not to allow for the accumulation of compensatory time.

Expected results in terms of student benefit/achievement: Employees who receive payment for extra hours worked are happier employees, which results in better service to students.

Effect of this action on other parts of the system: This policy clarifies that employees will receive payment rather than being compensated with compensatory time.

Consequences for not approving this recommendation: The policy would not accurately reflect the district's decision to halt accumulation of comp time.

G. Fiscal Impact and Cost: Amount: N/A

Budget Bond Grant/Special Funds Other
 Budget Amendment Needed

H. Monitoring & Reporting Timeline:

Person responsible for evaluating this decision or action: Christina Courson, CHRO and Randy Rau, CFO

Evaluation method and timeline: Evaluation not needed. This updates the policy.

Next report to the Board: Second reading and action in November 2024

I. Suggested Motion:

No motion is required. This agenda item is presented for information only.