

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

WHEREAS, due to the tragic bus accident that occurred on Friday, March 22, 2024, Hays CISD announced the temporary closure of the Tom Green Elementary School campus on Monday, March 25, 2024;

WHEREAS, through circumstances beyond their control, Tom Green Elementary School employees were provided a day of mental, physical, and emotional healing with teams of counselors and comfort dogs to help process the pain and loss caused by the bus accident;

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, aligns with the district's commitment to being an unrivaled employee-friendly organization, and ensures effective district operations.

NOW THEREFORE BE IT RESOLVED BY THE BOARD THAT:

- 1) The Board determines that the District will not require Tom Green Elementary School employees to make up the time or workday 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 March 25, 2024, 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 healing from the trauma of the accident will be charged a leave day(s) and/or have their pay docked in accordance with District policy;
 - c. All other Tom Green Elementary School employees who were not able to work due to the closure 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 that day.
- 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 March 25, 2024, when the Tom Green Elementary School was closed for counseling and healing. 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 counseling and healing, 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 April 22, 2024. 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 22nd day of April, 2024.

President, Board of Trustees