

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

Date: January 27, 2025

Agenda Item: K.2

Board Goal: Community Relations

Subject: Consideration and possible adoption of a Resolution regarding Compensation of Hays CISD Staff due to the Districtwide Closure due to Inclement Weather

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
EB (Local) – School Year
DEA (Local) – Compensation & Benefits

C. Goal or Need Addressed:

In alignment with our commitment to being an unrivaled employee-friendly school district, the approval of this resolution would enable the school district to formally authorize compensation to Hays CISD staff during the school district closure due to freezing weather.

D. Summary:

Previous board action relating to this item: N/A
 Future action anticipated: N/A
 Background information: EB (LOCAL) provides the Superintendent the authority to close schools for reasons of public health and safety. On January 21, 2025, Hays CISD was closed due to freezing weather. Aligned with the school district's commitment to being an unrivaled employee-friendly organization, the school district and Board must ensure the employees all Hays CISD employees scheduled to work on January 21, 2025, are paid in the January payroll. This resolution formalizes the approval of that compensation, aligned with DEA (Local) in the wake of the emergency.

E. Comments Received:

Cabinet DLT FBOC Teacher Org. Reps. Other:

F. Administrative Recommendation: The administration recommends the board approve the resolution regarding compensation of staff affected by inclement weather on January 21, 2025.

Advantages and benefits of this proposal: Employees would not be financial harmed.

Expected results in terms of student benefit/achievement: N/A

Effect of this action on other parts of the system: N/A

Consequences of not approving this recommendation: Employees would be financially harmed.

G. Fiscal Impact and Cost: Accounted for in the 24-25 Budget / Budget Neutral

Budget Bond Grant/Special Funds: Other

Budget Amendment Needed

Prior Year Spending – N/A

Reasons for rejecting alternatives: We do not want our employees financially harmed.

Future/Ongoing – N/A

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson and Dr. Eric Wright

Evaluation method and time line: N/A

Next report to the board: N/A

I. Suggested Motion:

I move the Hays CISD Board of Trustees approve the resolution regarding compensation of staff affected by inclement weather on January 21, 2025, as presented.