



205 S Colorado, Celina, Tx 75009

Phone 469-742-9100

Fax 972-382-3607

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## CISD Board Agenda Item Synopsis

### **Subject: Resolution Authorizing Salary Payments to Non-Exempt District Employees**

**Background Information:** Throughout each school year, it is necessary for the district to operate in a shortened work week for various reasons (ie: Federal and other holidays as specified on the District calendar, certain days during the Summer, bad weather days, etc.). During these closures, it is necessary for the District to compensate non-exempt employees that are unable to complete a full work week. By resolution, the Board may pay employees who are unable to work when the District is closed. The Board must determine that the expenditure serves a public purpose, retains sufficient control over the expenditure that the public purpose is accomplished, and ensure the District receives a return benefit. Administration is seeking approval from the Board to authorize salary payments to non-exempt district employees when necessitated by school district closure for the purposes of improving morale and the recruitment and retention of high quality staff.

#### **Goals:**

- 1. We will provide and support a safe, civil and collaborative culture.
- 2. We will continuously provide and support effective teaching in every classroom.
- 3. We will provide and support a guaranteed and viable curriculum.
- 4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- 5. We will foster strong numeracy skills and commit to continual growth in math success.
- 6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- 7. We will attract, recruit, develop, and retain high-quality professional staff.

**Budgetary Impact: N/A**

**Recommendation:** The District recommendation is for the Members of the Board to approve the Resolution Authorizing Salary Payments to Non-Exempt District Employees as presented.

#### **Submitted by:**

*Dr. Jason Johnston*  
*Sr. Chief of Academics and Employee Services*

#### **Recommended by:**

*Tom Maglisceau, Ph.D.*  
*Superintendent*

**Meeting Date: April 15, 2024**