

**Consider approval of employee compensation during Ransomware Emergency Closure  
February 23, 2026**

1. Board Goals:

DOMAIN 2: Effective, well supported staff

DOMAIN 4: Alignment of financial well being with student achievement

2. Background:

Due to a ransomware incident on September 12, 2025, the District was forced to close from September 15, 2025, to September 19, 2025. The request is intended to address compensation for hourly employees who reported for work, excluding those on 240-day contracts, during the emergency closure period.

3. Process:

The Board of Trustees will implement employee compensation as reflected in the Board Policy DEA(LOCAL) Premium Pay During Disasters, during the mentioned emergency closure on employee compensation, specifically relating to premium pay during disasters as outlined in Board Policy DEA(LOCAL), which will be applied during the specified emergency closure.

4. Fiscal Impact:

**Compensation for Nonexempt Employees Required to Mitigate Emergency:** Nonexempt employees who were required to work to mitigate the reasons for the emergency closure shall receive compensation at the rate of one and one-half times their regular rate of pay for all hours worked, up to 40 hours per week.

**Compensation for Other Nonexempt Employees Required to Work:** All other nonexempt employees who were required to work during the emergency closure shall be compensated at their regular rate of pay.

**Exempt Employees:** During the emergency closure period, exempt employees, excluding those on 240-day contracts, will have their hours worked converted to Off-Duty Hours.

5. Recommendation:

The administration recommends approval of employee compensation during the Ransomware Emergency Closure for Nonexempt Employees, in accordance with Board Policy DEA (LOCAL).

6. Required:

Board Action is required.

7. Contact:

Anne Marie Espinoza, Chief of Communications and Human Capital Officer