

# **Graham Independent School District**

## **Board Agenda Item Synopsis**

**Subject: Consider Approval of Recommendation for Employee Pay During Emergency Closure in Accordance with Graham ISD Board Policy DEA (LOCAL)**

**Authority / Board Policy Reference:**

Board Policy DEA (LOCAL)

PAY DURING CLOSING

During an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments.

**Background Information:**

Graham ISD, acting in the best interest of the health and safety of students and staff, ordered the emergency closure of the District on January 9 and 10, 2025. Per Board policy DEA (LOCAL), following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments.

**Administrative Consideration:**

Graham ISD's Board Policy DEA (LOCAL) states that during an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. The accompanying resolution provides for continuing wage payments to all regular employees—contractual and non-contractual, salaried and non-salaried, with certain exceptions as noted in the resolution. The administration believes this resolution serves the public purposes of maintaining morale, reducing turnover and ensures continuity of District staffing when school reopens.

**Budgetary Impact:**

None

**Recommendation:**

The Administration recommends that the Graham Independent School District Board of Trustees approve the accompanying resolution continuing wage payments to all regular employees in accordance with Board policy DEA (LOCAL) with the details and exceptions as provided in the resolution.

**Meeting Date:** January 15, 2025