



San Elizario ISD
P.O. Box 920
San Elizario, TX 79849
Phone: 915.872.3900
Fax: 915.872.3903

MEMORANDUM

To: Members of the Board of Trustees
From: Gina A Ramirez, Executive Director Human Resources
Subject: Compensation Resolution related to district delayed start on January 09 and 10, 2025
Date: January 15, 2025

HISTORY: On January 09 and 10, 2025, the Superintendent directed the District and its campuses to have a late start of 90 minutes due to public safety concerns related to the severe weather conditions in the area.

RATIONALE: Due to the District's delayed start times, employees reported to work 90 minutes from the morning schedule. To avoid employees' loss of pay, a compensation resolution is being presented, pursuant to Board Policy DEA(Local). In summary, the resolution addresses the following:

- Approval to compensate nonexempt employees for the 90 minutes missed on January 09 and 10, 2025.
- Approval to compensate nonexempt employees who were called in to work on January 09 and 10, 2025 at a premium rate.

Note: Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked. Employees who are paid on a salary basis are paid for up to and including a 40-hour workweek. (DEAB Compensation Plan: Wage and Hour Laws). Nonexempt employees who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay. Board Policy DEA (Local).

BUDGET IMPACT: As per Board-Approved Compensation Schedules.

ADMINISTRATIVE RECOMMENDATION: The administrative recommendation is to approve the compensation resolution as presented.

For Approval? Yes No

If no, please check one: Presentation Report Information

Please check if applicable: Attachment Included

The mission of the San Elizario Independent School District is to graduate students with innovative skills for 21st-century careers by focusing on academic and social skills, fostering transformative practices, and building community support through positive relationships between home and school.