

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: February 17, 2026

Agenda Item: K.1

Board Goal: Community Relations

Subject: Consideration and possible adoption of a Resolution regarding Compensation of Hays CISD Staff due to District-wide Closure for Inclement Weather

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer
Deborah Ottmers, Chief Financial Officer

A. Purpose of Agenda Item:

☒ Action Needed

☐ Information Only

☐ Receive Input

B. Authority for This Action:

☒ Local Policy

☐ Law or Rule

☐ NA

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 –

☐ Future action anticipated –

☒ **Background information** – EB (LOCAL) provides the Superintendent the authority to close schools for reasons of public health and safety. From January 25-27, 2026, 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 are paid in the next possible payroll cycle following Board approval. 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 Hays CISD staff affected by the school district closure due to inclement weather on January 25-27, 2026.

G. Fiscal Impact and Cost: Included in the 25/26 Budget

☒ Budget – General Operating Fund

☐ Bond

☐ Grant/Special Funds

☐ Other

H. Monitoring and Reporting Timeline:

Person responsible for evaluating this decision or action – Dr. Eric Wright, Christina Courson, and Deborah Ottmers.

J. Suggested Motion

I move that the Hays CISD Board of Trustees approve the resolution regarding compensation of Hays CISD staff affected by the school district closure due to inclement weather on January 25-27, 2026, as presented.