

Resolution of the Board Regarding Wage Payments during District Emergency Closure Due to Inclement Weather

(2-hour Delayed Start)

WHEREAS, the Board of Trustees of the Canutillo Independent School District (the "Board") is authorized by Texas Education Code section 45.105 to expend funds of the Canutillo Independent School District (or the "District") for purposes necessary in the conduct of the public schools as determined by the Board;

WHEREAS, the Board acknowledges that during a District declared emergency closing, most District employees are instructed not to report for work, and other employees may be called upon to provide auxiliary or emergency-related services;

WHEREAS, the Board finds that a need exists to address wage payments for all employees who were idled and those required to work during the District's emergency closure of two hours on Friday, January 10, 2025;

WHEREAS, the Board determines that employees who were instructed not to report to work, but were otherwise available and scheduled to work, may suffer a loss of pay or the reduction of two hours from their leave balances if the district is closed;

WHEREAS, the Board concludes that continuing wage payments to all regular employees—contractual and noncontractual, salaried and non-salaried—who suffer a loss in pay or loss of leave due to an emergency closing serves the public purposes of staff safety, maintaining morale, reducing turnover, and ensuring continuity of services and staffing when the campus reopens; and

WHEREAS, as to nonexempt employees who were called on to work during the District declared emergency closing of two hours on Friday, January 10, 2025, the Board further concludes that payment of these employees at a premium rate if applicable or necessary, as provided at DEA(LOCAL), serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide auxiliary or emergency-related services, and recognizing the services of essential staff;

WHEREAS, the Canutillo Independent School District declared a District emergency closure due to inclement weather for two hours on Friday, January 10, 2025.

WHEREAS, most employees at the District were instructed to report to work two hours later than their regular 8-hour work schedule reporting time on Friday, January 10, 2025.

WHEREAS, certain employees were called on and reported to work and provided auxiliary or emergency-related services on Friday, January 10, 2025.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Canutillo Independent School District authorizes continued wage payments to all regular employees—contractual and noncontractual, salaried and non-salaried—who were instructed to report to work two hours later from their regular work schedule, but were otherwise available and scheduled to work, during the emergency closing of two hours on Friday, January 10, 2025.

The authority granted by this resolution to continue wage payments to idled employees for two hours on Friday, January 10, 2025 is effective for, and limited to, the emergency closure due to inclement weather declared by the District for Friday, January 10, 2025.

Adopted this ____29____ day of January 2025, by the Board of Trustees of the Canutillo Independent School District.

Armando Rodriguez , Board President

Board Secretary



Martha Carrasco <mcarrasco@canutillo-isd.org>

Winter Weather Alert: Canutillo ISD on 2 Hour Delay on Friday, Jan. 10

1 message

Gustavo Reveles <pio@canutillo-isd.org>
Reply-To: Gustavo Reveles <pio@canutillo-isd.org>
To: mcarrasco@canutillo-isd.org

Thu, Jan 9, 2025 at 3:11 PM

Attention Canutillo ISD Employees:

Canutillo ISD will call a district emergency and delay the start of classes and office hours on Friday, Jan 10, in response to the winter weather conditions expected in the region. All employees are to report to work two hours later than scheduled.

Because this is a district emergency, employees will NOT have to make up their time. The District will automatically call in the two hours for every employee in the TEAMS system.

The decision was made by District officials following advise from weather forecasters and Office of Emergency Management, who predict snow and below-freezing temperatures through the early morning.

Canutillo ISD continues to prioritize student safety along with high quality teaching and learning in making decisions about changes to the instructional day.

Thank you for your continued support.

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