

BOARD: Consent

SUBJECT: Board Resolution for Employee Compensation and Disaster Leave Due to Inclement Weather

BOARD POLICY: DEA (Local)

DISTRICT GOAL: BISD will recruit, develop, and retain highly effective staff.

FISCAL NOTE: Funding for regular salaries is included in the 25-26 budget.

Background Information:

- Chapter 45 of the Texas Education Code describes authorized expenditures for Texas school districts. Section 45.105(c) of the Texas Education Code states that "Local school funds may be used for purposes necessary in the conduct of the public schools determined by the board of trustees."
- The Texas Education Code, Section 21.401(c) provides that, if the Commissioner reduces the number of days in accordance with Section 25.081(b), such reduction will not result in the reduction of an educator's salary.

Administrative Considerations:

- The resolution provides that the Brazosport Independent School District Board of Trustees finds that a public purpose exists to pay employees for the day missed on January 26, 2026, as a result of the winter storm, and that such payments are necessary in the conduct of the public schools in accordance with Texas Education Code, Section 45.105(c).
- The resolution provides that the Brazosport Independent School District compensate any non-exempt employee who was required to report to duty during the preparation and closure for the weather event, January 24-26, 2026, at their regular rate of pay in addition to the pay all employees will receive, and for a maximum of a double-time rate for this closure.

Communication Deployment:

- Board Meeting minutes

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Respectfully submitted,

Jennifer Nabors
Chief Human Resources Officer