



# BELLVILLE INDEPENDENT SCHOOL DISTRICT

February 27, 2025

<b>Subject:</b>	Consider Action on Resolution Regarding Wage Payments During School Closings
<b>Presenter:</b>	Dr. Nichole Poenitzsch
<b>Board Policy:</b>	DEA (local)
<b>BISD Goal:</b>	<ol style="list-style-type: none"><li>1. Develop and attain local standards for high levels of integrated learning and performance. [LEARNING]</li><li>2. Foster a connected, collaborative, and strategic approach to continuous improvement for the district. [LEADERSHIP]</li><li>3. Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community. [HUMAN CAPITAL]</li><li>4. Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways. [COMMUNITY]</li></ol>
<b>Summary:</b>	<p>In accordance with DEA (local) the board may pay employees during an emergency closure for which workdays are not scheduled to be made up at a later date. The payment serves the public purpose of maintaining morale, reducing turnover, ensuring continuity of District staffing when school reopens and providing equity between idled employees and employees who provide emergency-related services.</p> <p>The purpose of this action is to approve idle pay for all employees resulting from our decision to close schools on January 21 and 22, 2025 due to weather.</p>
<b>Attachments:</b>	Resolution Regarding Wage Payment During School Closings
<b>Recommendation:</b>	Motion to approve the resolution regarding wage payments for January 21 and 22, 2025 as presented.

**BELLVILLE BRAHMAS**  
LEARNERS TODAY. LEADERS TOMORROW.



# BELLVILLE INDEPENDENT SCHOOL DISTRICT

## RESOLUTION OF THE BOARD OF TRUSTEES OF THE BELLVILLE INDEPENDENT SCHOOL DISTRICT REGARDING WAGE PAYMENTS DURING SCHOOL CLOSINGS

WHEREAS, the Board is authorized by Texas Education Code Section 45.105 to expend funds of Bellville Independent School District for purposes necessary in the conduct of the public schools as determined by the Board,

WHEREAS the Board acknowledges that during a school closing, most District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services. The Board concludes that a need exists to address wage payments for employees who are idled and those required to work during closings;

WHEREAS, the Board finds that a need exists to address wage payments for employees who are idle and those required to work during closings as a result of school closure for an additional day beyond what is outlined in annual workday calendars for the 2024-2025 contract year,

WHEREAS, the Board determines that employees who were not to report to work as a result of school closure may suffer a loss of pay,

WHEREAS, the Board concludes that continuing wage payments to all regular employees, contractual and non-contractual, salaried and non-salaried, who suffer a loss in pay due to a closing, serves the public purposes of maintaining morale, reducing turnover,

WHEREAS as to nonexempt employees who are called on to work during a closing, the Board further concludes that payment of these employees at a premium rate, as provided in this resolution, serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Bellville Independent School District authorizes continued wage payments to all regular employees, contractual and non-contractual, salaried and non-salaried, who are instructed not to report to work during school closure on January 21 and 22, 2025,

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during a closing shall be paid at the premium rate of *one and one-half times their regular rate of pay* for all hours worked up to 40 hours per week on the day of closure. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law.

The authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate to nonexempt employees who provide emergency-related services is effective for the school closure on January 21 and 22,, 2025.

Adopted this \_\_\_\_\_ (date) day of \_\_\_\_\_ (month), \_\_\_\_\_ (year), by the Board of Trustees.

\_\_\_\_\_  
Presiding Officer

\_\_\_\_\_  
Secretary

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