

Terrell Independent School District

Executive Summary Report

Date	District Objective	
June 16, 2025	Goal 3: Human Capital and Resources: Develop the capacity of every teacher and staff member to deliver rigorous, enriching learning experiences to every student and ensure the safety of all. Goal Four: Organizational Efficiency: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.	

Agenda Item: Consider Approval of the Amendment to Policy DEAB (LOCAL) — Compensation Plan: Wage and Hour Laws

Summary:

Current DEAB (LOCAL) Policy does not allow for compensatory (Comp) time to be carried over from one year to the next. This proposed change would afford employees carrying over [compensatory time](#) (comp time) to bank overtime hours worked and use them as paid time off later. This can be beneficial for employees seeking flexibility in their work schedule and potentially reduce overtime payouts for employers.

We respectfully request your consideration and approval of this policy change to further strengthen our district's commitment to a professional and supportive work environment.

Attached is a copy of the proposed change to current DEAB (LOCAL) Policy with the tracked changes for your review and consideration.

Also included is a copy of administrative procedure DEAB (REGULATION), that would provide employees with a clearer understanding of how the policy is executed. The regulation provides the following:

- Describe what, when, how, and by whom the policy is enforced
- Give instructions
- Give specific applications of the policy
- Expand or complement the policy

Attachments:

Policy DEAB (Local)
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=760&code=DEAB#localTabContent>

Administrative Recommendation:

Administration Recommends that the Board of Trustees Approve the Amendment to Policy DEAB (Local)

Budget/Funding

N/A