

THE BOARD OF TRUSTEES OF THE  
COLLEGE STATION INDEPENDENT SCHOOL DISTRICT RESOLUTION  
DECLARING NON-MAKEUP INCLEMENT WEATHER DAYS

**WHEREAS**, the College Station ISD Board of Trustees (“Board”) recognizes that the City of College Station and Brazos County, including territory in the College Station Independent School District (CSISD) experienced inclement weather conditions including, rain, sleet, iced roadways and freezing weather conditions on January 16 and January 17, 2024; and,

**WHEREAS**, due to the conditions stated above, for the safety of students and staff within CSISD, District offices and campuses were closed on Tuesday, January 16, 2024, and on Wednesday, January 17, 2024, school start was delayed two hours; and

**WHEREAS**, the Board believes it is in the best interest of the District that employees work calendars remain in effect as originally adopted and that the closure days not be made up; and,

**WHEREAS**, the Board recognizes that a loss of pay for District staff during this time of closure may have negative effects on the employee; and

**WHEREAS**, the Board concludes that continuing wage payments to all regular employees – contractual and noncontractual, salaried and non-salaried during this time serves a public purpose of maintaining morale, reducing turnover, and insuring continuity of District staffing when the District and campuses reopen; and,

**WHEREAS**, the Board recognizes that while most CSISD staff were idle and not working on January 16, 2024, and delayed in reporting to work on January 17, 2024, some employees were required to work to assess the weather conditions for safety purposes and protect District property against said weather conditions; and

**WHEREAS**, policy DEA(LOCAL) addresses a premium rate of pay to nonexempt staff who were called to work during said closing;

**NOW THEREFOR BE IT RESOLVED BY THE BOARD THAT:**

1. The Board determines that CSISD employees will not be required to make up the days of work missed on January 16 and January 17, 2024:

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2. The Board finds that a public purpose and a benefit to CSISD exist to compensate CSISD regular employees for the missed day and time off work;
3. The Board authorizes the continued wage payments to all regular employees as described in Policy DEA(LOCAL);
4. The Board authorizes those nonexempt employees who are required to work during said closure be paid at a premium rate as described in Policy DEA(LOCAL);
5. The Board hereby authorized CSISD Administration to take any, and all action necessary to fulfill the purpose of this Resolution.

Adopted by a vote of the majority of members of the Board of Trustees of the College Station Independent School District present and voting at an open meeting of the Board on the 23<sup>rd</sup> day of January 2024, at which a quorum was present.

BY \_\_\_\_\_

Jeff Horak, Board President

BY \_\_\_\_\_

Joshua Benn, Board Secretary