

**RESOLUTION OF THE BOARD OF TRUSTEES OF
CEDAR HILL INDEPENDENT SCHOOL
DISTRICT
RESOLUTION # _____**

WHEREAS, the Board of Trustees ("Board") of the Cedar Hill Independent School District ("Cedar Hill ISD" or "District") is authorized by Texas Education Code § 11.151 to govern and oversee the management of the public schools in the District; and

WHEREAS, the Board, through its employment policies may specify the terms of District employment or delegate to the Superintendent the authority to determine the terms of employment with the District as authorized by Texas Education Code § 11.1513(c); and

WHEREAS, the Board is authorized by Texas Education Code § 45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board; and

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

WHEREAS, the District was closed, other than essential employees, from January 26 – 28, 2026 due to inclement weather; and

WHEREAS, the Board finds that a need exists to address wage payments for employees who are idled and those required to work during emergency closings; and

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if the District is closed; and

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 due to an emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen; and

WHEREAS, as to nonexempt employees who are called on to work during an emergency closing, the Board further concludes that payment of these employees at a premium rate, as provided at DEA (LOCAL), 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 BY THE BOARD OF TRUSTEES OF THE CEDAR HILL INDEPENDENT SCHOOL DISTRICT:

RESOLVED, that the Board of Trustees of the Cedar Hill Independent School District authorizes continued wage payments to all regular employees, contractual and noncontractual, salaried and non-salaried, who are instructed not to report to work during an emergency closing.

RESOLVED, that auxiliary employees who are required to work during an emergency closing shall be paid at the premium rate described at DEA (LOCAL).

RESOLVED, auxiliary employees for premium pay purposes are defined as those working in student nutrition, maintenance, custodial services, transportation, distribution, and mechanics. This definition for premium pay purposes does not include technology personnel, police department personnel, nor paraprofessionals.

RESOLVED, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

RESOLVED, the Board as determined that employees who were not called into work during those days will not be expected to make up those days as a part of the work calendar.

RESOLVED, 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 a closure for January 26 – 28, 2026, unless the Board takes action to authorize payment for a longer duration.

PASSED AND APPROVED this 17 day of February 2026 by the Board of Trustees for the Cedar Hill Independent School District.

By: Denise Roache-Davis
Dr. Denise Roache-Davis, Board President

Carma Morgan
Attest: Carma Morgan, Board Secretary