

RESOLUTION NO. 071526-01

**RESOLUTION OF THE BOARD OF TRUSTEES OF LAKE TRAVIS INDEPENDENT
SCHOOL DISTRICT DELEGATING AUTHORITY TO THE SUPERINTENDENT
REGARDING EMERGENCY CLOSURE WAGE PAYMENTS**

WHEREAS, the Lake Travis Independent School District Board of Trustees (the "Board") is authorized by Texas Education Code § 45.105 to expend funds of Lake Travis Independent School District for purposes necessary in the conduct of the public schools as determined by the Board; and

WHEREAS, the Board acknowledges that from time to time the District may be required to close schools or facilities due to inclement weather or other declared emergency, during which most District employees are instructed not to report for work while others may be called upon to provide emergency-related services; and

WHEREAS, the Board finds that continuing wage payments to regular full-time and part-time employees, contractual and noncontractual, salaried and non-salaried, who suffer a loss in pay due to such emergency closures serves the public purposes of maintaining employee morale, reducing employee turnover, and ensuring continuity of District staffing when schools reopen; and

WHEREAS, the Board further finds that payment of premium wages, as provided in DEA(LOCAL), to nonexempt employees who are required to work during an emergency closure serves the additional public purposes of equity between idled and working employees and recognition of essential staff services; and

WHEREAS, Board Policy DEA(LOCAL) provides that during an emergency closure all District employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action, and directs that, following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments; and

WHEREAS, the Board finds that emergency closures require prompt administrative response, and that requiring the Board to convene a special meeting or await a regular meeting to authorize each individual emergency closure payment creates operational inefficiency and unnecessary delay in the timely compensation of District employees; and

WHEREAS, the Superintendent, as educational leader and chief executive officer of the District under Texas Education Code § 11.201, is responsible for managing the day-to-day operations of the District and for performing duties assigned by action of the Board under § 11.201(d)(15); and

WHEREAS, the Board has determined to exercise its authority under Texas Education Code §§ 45.105 and 11.201(d)(15) to establish standing parameters under which the Superintendent may authorize emergency closure wage payments on behalf of the District without the need for a separate Board resolution for each qualifying event, subject to the conditions and limitations set forth herein;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT:

- 1. Incorporation of Recitals.** All of the above paragraphs are incorporated into and made a part of this Resolution.
- 2. Standing Public Purpose Finding.** The Board hereby finds, as a standing determination

applicable to all qualifying emergency closures described herein, that payment of regular wages to District employees who are idled during an emergency closure serves the legitimate public purposes of maintaining employee morale, reducing employee turnover, and ensuring the continuity of District staffing. The Board further finds that payment of premium wages to nonexempt employees required to work during an emergency closure serves the additional public purposes of equity between idled and working employees and recognition of the services of essential staff.

3. Delegation of Authority. Subject to the conditions and limitations set forth herein, the Board hereby delegates to the Superintendent the authority to authorize emergency closure wage payments as described in this Resolution, without the need for a separate Board resolution for each qualifying event.

4. Qualifying Emergency Closure. For purposes of this Resolution, a “qualifying emergency closure” means a closure of District schools or facilities ordered by the Superintendent, or the Superintendent’s designee, due to inclement weather or a declared emergency. This delegation does not independently apply to any closure directed solely by a governmental authority other than the Superintendent, except to the extent the Superintendent affirmatively orders the District to close in response to such direction.

5. Authorized Payments. Upon a qualifying emergency closure, the Superintendent is authorized to approve:

- (a) Wage payments to all regular full-time and part-time employees, contractual and noncontractual, salaried and non-salaried, at their regular hourly or daily rate of pay, according to the duty schedule each employee otherwise would have worked on the day of closure; and
- (b) Premium payments, in addition to those described in subparagraph (a), to nonexempt employees who were required to work during the emergency closure, at the rate specified in DEA(LOCAL), including time-and-a-half pay where applicable, for actual hours worked.

This delegation does not apply to temporary or substitute employees unless the Superintendent specifically authorizes their inclusion in writing for a particular closure event.

6. Annual Limitation. The Superintendent’s authority under this Resolution shall not exceed two (2) qualifying emergency closure days per school year. Emergency closure days in excess of two (2) per school year shall require separate Board approval before wage payments are issued, unless the Board has previously authorized additional days for the school year by separate resolution or action.

7. Budget Authorization. The Superintendent is authorized to make emergency closure wage payments under this Resolution only to the extent funds are available within the District’s adopted annual budget. All payments made hereunder shall be consistent with the District’s adopted budget and applicable accounting requirements.

8. Notification Requirement. Prior to authorizing payments under this Resolution, or as promptly as practicable thereafter in exigent circumstances, the Superintendent shall notify the Board President of the closure event, the anticipated categories of employees to be paid, and the estimated total cost of the authorized payments.

9. Board Ratification. The Superintendent shall present a written report of any emergency

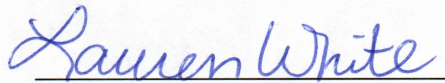
closure wage payments authorized under this Resolution to the Board at its next regularly scheduled meeting for ratification. The report shall include, at a minimum: the date(s) of the qualifying closure; the basis for the closure; the categories of employees paid; and the total amount of wages authorized.

10. Accountability. This delegation does not diminish the Board's authority over District funds or the Board's oversight role. The Superintendent remains fully accountable to the Board for the exercise of any authority delegated hereunder, whether or not an individual exercise of that authority has been ratified.

11. Effective Date and Duration. This Resolution is effective upon adoption by the Board and shall remain in effect until rescinded or modified by Board action.

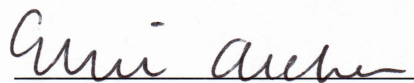
**PASSED AND APPROVED BY A MAJORITY OF THE BOARD OF TRUSTEES ON THIS
15th DAY OF JULY, 2026.**

APPROVED:



Lauren White
President, Board of Trustees

ATTEST:



Erin Archer
Secretary, Board of Trustees