

WESLACO INDEPENDENT SCHOOL DISTRICT

Dr. Richard Rivera, Superintendent of Schools

A RESOLUTION REGARDING WAGE PAYMENTS TO DISTRICT EMPLOYEES DURING POTENTIAL DISTRICT CLOSURES EFFECTIVE THROUGH AUGUST 31, 2026 DUE TO INCLEMENT WEATHER CONDITIONS

WHEREAS, the Board is authorized, as stipulated in Board Policy DEA (Local), to approve a resolution to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, the authorization shall be by resolution and shall reflect the purpose served by the expenditures;

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

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;

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;

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

WHEREAS, the 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 stipulated on policy 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 that the Board of Trustees of Weslaco 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 an emergency closing. In addition, the nonexempt employees who are required to work during an emergency closing shall be paid at the premium rate as stipulated on policy DEA (Local).

The above Resolution is passed and adopted this 22nd day of June, 2026 by the Weslaco ISD Board of Trustees.

APPROVED:



Isidoro Nieto
President, Board of Trustees



ATTEST:



Dr. Jaime Rodriguez
Secretary, Board of Trustees

WESLACO INDEPENDENT SCHOOL DISTRICT

BOARD OF SCHOOL TRUSTEES

Mr. Isidoro Nieto, President
Mr. Armando Cuellar, Jr., Vice President
Dr. Jaime Rodriguez, Secretary
Mr. Benjamin Castillo, Trustee
Mr. Marcos De Los Santos, Trustee
Mr. Eduardo Serna, Trustee
Mrs. Jaclyn Sustaita, Trustee



SUPERINTENDENT OF SCHOOLS

Dr. Richard Rivera



MINUTES FROM REGULAR BOARD MEETING

DATE OF MEETING: June 22, 2026

AGENDA ITEM: 8.K.1. APPROVAL OF RESOLUTION ALLOWING WAGE PAYMENTS TO DISTRICT EMPLOYEES DURING AN EMERGENCY CLOSURE

RECOMMENDATION MADE BY FOR APPROVAL: Dr. Richard Rivera, Superintendent of Schools

MOTION TO APPROVE MADE BY: Jaclyn Sustaita, Trustee

SECONDED BY: Marcos De Los Santos, Trustee

ALL IN FAVOR:
Armando Cuellar, Jr., Vice President
Dr. Jaime Rodriguez, Board Secretary
Marcos De Los Santos, Trustee
Eduardo Serna, Trustee
Jaclyn Sustaita, Trustee

Board of Trustees Meeting Date: June 22, 2026

Agenda Category: Consent Item

Agenda Item Number: 8.K.1.

Agenda Item Title: APPROVAL OF A RESOLUTION ALLOWING WAGE PAYMENTS TO DISTRICT EMPLOYEES DURING AN EMERGENCY CLOSURE

Superintendent's Recommendation: The Superintendent recommends that the Board of Trustees adopt a Resolution allowing wage payments to District employees during an emergency closure effective through August 31, 2026.

Rationale: To ensure the safety and security of all District employees during inclement weather conditions, the District is proposing a resolution regarding payment to employees during potential District closing effective through August 31, 2026. As per DEA(LOCAL), the Board of Trustees is authorized to pay employees during a closing. A resolution is being presented to the Board for consideration and approval to address the following concerning District employees:

- The Board acknowledges that during an emergency closing, most District employees are instructed not to report to work, and other employees may be called upon to provide emergency-related services;
- The Board finds that a need exists to address wage payments for employees who are idled and those required to work during emergency closings;
- The Board further concludes as to nonexempt employees who are called on to work during an emergency closing, that payment of these employees at a premium rate, as stipulated on policy DEA(LOCAL), serves that public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff; and
- The Board of Trustees of Weslaco ISD **may authorize** that nonexempt employees who are required to work during an emergency closing shall be paid at the premium rate as stipulated on policy DEA(LOCAL).

Paperwork Impact: Minimal

Budgetary Information: Funds are allocated in the Budget

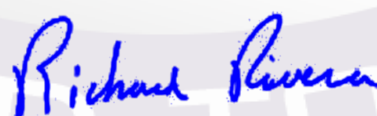
Board Policy Reference & Compliance:
BAA(LEGAL) - Board Legal Status: Powers and Duties
BBE(LOCAL) - Board Members: Authority
DEA(LOCAL) - Employee Compensation and Benefits

Additional Information Attached: 3 Page (s)

Prepared By: Daniel Budimir
Title: Assistant Superintendent for Secondary School Leadership & Instruction

Approved By: Daniel Budimir
Title: Assistant Superintendent for Secondary School Leadership & Instruction

Recommended By:


Dr. Richard Rivera
Superintendent of Schools



COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

*Midyear Pay
Increases*

Contract
Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

Noncontract
Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

Pay During Closing

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools.]

Premium Pay
During Disasters

Nonexempt employees who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

and one-half times their regular rate of pay for all hours worked up to 40 hours per week. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay.

Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.