

KERRVILLE INDEPENDENT SCHOOL DISTRICT
Board Resolution Regarding Wage Payments During an Emergency Event

WHEEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of Kerrville Independent School District for purposes necessary in the conduct of the public schools as determined by the Board;

WHEEREAS, 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;

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

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

WHEEREAS, 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

WHEEREAS, as to nonexempt employees who are called on to work during an emergency closing and under hazardous conditions, the Board further concludes that payment of these employees at a premium rate, as provided in this resolution, 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 Kerrville 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.

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during an emergency and under hazardous conditions shall be paid at the premium rate of 2.0 (times their regular rate of pay) for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law.

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 with a maximum duration of one week, unless the Board acts to authorize payment for a longer duration.

Adopted this 15th day of September, 2025, by a 7-0 vote of the Kerrville Independent School District Board of Trustees.



President, Board of Trustees



Secretary, Board of Trustees