

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF THE GROESBECK INDEPENDENT SCHOOL DISTRICT REGARDING WAGE  
PAYMENTS ASSOCIATED WITH INCLEMENT WEATHER**

**WHEREAS**, the Board of Trustees of the Groesbeck Independent School District acknowledges that on January 21, 2025, Groesbeck and, more specifically, Groesbeck Independent School District was subjected to the effects of inclement weather causing possible road hazards.

**WHEREAS**, Groesbeck ISD, due to extreme and unprecedented adverse weather conditions, for the safety of all students and staff, and due to road and facility conditions, Groesbeck Independent School District closed all school facilities on January 21, 2025.

**WHEREAS**, the vast majority of Groesbeck ISD employees had been directed not to come to work;

**WHEREAS**, Groesbeck ISD will be forced to seek an instructional day waiver and a reduction in the number of teacher service days from the Texas Education Agency for the closure due to inclement weather, and it is reasonably anticipated that TEA will grant the instructional day waiver;

**WHEREAS**, Groesbeck ISD believes there is a public purpose for paying employees for the missed work day that will not be made up by instructional days or additional time worked outside of the employee's regular work day during this time of unprecedented crisis, and

**WHEREAS**, the public purposes to be served by paying all employees, contractual and non-contractual, salaried and non-salaried, for the work days missed and not made up because of natural disaster include the equitable treatment of all employees, which provides for enhanced employee morale, reduction in turnover, a reduction in unemployment claims exposure, encouraging the safety of all employees and their children, insuring continuity of district staffing when campuses opened, and fair treatment of employees who could not work due to the District's cancellation of the school day.

**THEREFORE**, be it resolved by the Board of Trustees that:

The Board affirms that the day missed due to organizational closure during the inclement weather will not be made up by Groesbeck ISD employees through the performance of duties, except the class day(s) not excused by the waiver and made up by the bad weather day(s), in the sole determination of the Board of Trustees; and

The Board finds that a public purpose and a benefit to the Groesbeck ISD exists to excuse and/or forgive the absences by Groesbeck ISD employees due to closure during the recent inclement weather and that payments for such days are necessary for the conduct of public entities as provided by Texas Education Code 45.105(c), and The Board hereby authorizes the Superintendent of Groesbeck ISD to excuse the day of the absence of Groesbeck ISD employees for organizational closure necessitated by inclement weather and pay all employees total compensation for the day.

**BE IT FURTHER RESOLVED** that the Board of Trustees hereby ratifies any actions already taken by the Administration towards the District's emergency response and recovery through the date of this meeting.

**PRESENTED** and passed this 27th day of January, 2025 by the Groesbeck ISD Board of Trustees.

**GROESBECK INDEPENDENT SCHOOL DISTRICT**

ATTEST:

---

Aslone Foy, President

---

Bridgett Jackson-Tatum, Secretary