

A RESOLUTION OF THE BOARD OF TRUSTEES OF THE MELISSA
INDEPENDENT SCHOOL DISTRICT, HEREBY DECLARING A
PUBLIC PURPOSE FOR PAYING NON-EXEMPT EMPLOYEES ON DAYS OF
DISTRICT CLOSURE

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

WHEREAS, the Board acknowledges that District employees do not work on days the District is closed (i.e., certain days during Federal and other holidays as specified on the District calendar, summer, and bad weather days, etc.);

WHEREAS, the Board acknowledges that closures of the District prevent employees of the District from reporting to work on such days without any fault on the part of such employees;

WHEREAS, the Board acknowledges that the District employs certain non-exempt employees under the Fair Labor Standards Act who receive compensation on an hourly basis;

WHEREAS, the Board recognizes the benefit from and need to continue to compensate its non-exempt employees during specified District closures;

WHEREAS, the Board is of the opinion and finds that the public purposes of increasing employee morale, increasing safety, and reducing employee turnover would be served by payment of employee compensation according to each employee's normal work schedule and pay rate, to all non-exempt employees who were prevented from working on any days of closure

by the District;

WHEREAS, the Board is of the opinion and finds that retaining and recruiting dedicated employees is aligned with the mission and educational philosophy of the District, as approved by

the Board of Trustees of the District, and therefore, serves a public school purpose which benefits the District;

WHEREAS, the Board is of the opinion and finds that it retains sufficient control over payment of employee compensation for the period of school closure to ensure that such public purposes are accomplished; and

WHEREAS, the Board is of the opinion and finds that it is in the best interests of the District and the District will receive a return benefit from such compensation of the District's employees.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Melissa Independent School District, that all non-exempt employees of the District who were prevented from working by reason of the closure of the District for the Superintendent-specified summer, holidays, bad weather days, or other reasons for closure shall be paid compensation in accordance with each employee's normal pay rate for each such missed work day; and

BE IT FURTHER RESOLVED that the Superintendent of Schools or the Superintendent's designee shall determine the timing and manner in which such compensation shall be paid.

This Resolution shall take effect immediately upon its passage in accordance with law.

PASSED AND ADOPTED this ____ day of _____, 2026.

By: _____

President, Board of Trustees of the
Melissa Independent School District

ATTEST:

By: _____

Secretary, Board of Trustees of the
Melissa Independent School District