

**RESOLUTION OF THE BOARD OF TRUSTEES OF  
ABILENE INDEPENDENT SCHOOL DISTRICT**

**WHEREAS**, the Board of Trustees (the “Board”) of the Abilene Independent School District (the “District”) is authorized by § 11.51 of the Texas Education Code (“TEC”) to govern and oversee the management of the public schools in the District; and

**WHEREAS**, Abilene ISD, or a portion thereof, has the potential for being forced to close during the 2025-2026 school year due to unforeseen circumstances; and

**WHEREAS**, during emergency closure events the vast majority of employees are directed to not come to work on those affected days and the Board believes there is a public purpose for paying employees for missed workdays that will not be made up; and

**WHEREAS**, the Board determines that in the event of an unplanned closure, there is a public purpose for providing premium pay to employees for working during that time; and

**WHEREAS**, the public purpose for payment of employees for the workdays missed would include increased morale, reduction of employee turnover, reducing the District’s exposure to possible unemployment or Fair Labor Standards Act claims, and equitable treatment of all employees.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE ABILENE INDEPENDENT SCHOOL DISTRICT:**

**RESOLVED**, the Board of Trustees finds that the public interest will be served by paying all employees who are idled due to unexpected closures of the District, or parts thereof, for missed workdays that will not be made up.

**RESOLVED**, the Board authorizes and directs the Superintendent to pay all employees for a regular duty day pursuant to Abilene ISD Board Policy DEA (LOCAL) for an unexpected closure of the District, or parts thereof, including those employees who were idle and not working on the unexpected closure days that will not be made up.

**RESOLVED**, the Board authorizes and directs the Superintendent, at the Superintendent’s discretion, to provide employees who are required to work on site during an emergency closure in the 2025-2026 school year premium pay, to be determined by the Superintendent.

**RESOLVED**, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

**RESOLVED**, this resolution only applies to District closures due to unexpected or emergency reasons during the 2025-2026 school year. This resolution does not establish ongoing policy and Abilene ISD is under no obligation to pay employees for any other days not worked.

**PASSED AND APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_ 2025.

By: \_\_\_\_\_  
Angie Wiley, President of the Abilene ISD Board of Trustees

Attest: \_\_\_\_\_  
Cindy Earles, Board Secretary