

SOUTHWEST INDEPENDENT SCHOOL DISTRICT

Board of Trustees

February 4, 2025

EMERGENCY SCHOOL CLOSING RESOLUTION

WHEREAS, the recent possible inclement weather caused by ice and snow resulted in the closure of all schools and facilities in the Southwest Independent School District (“Southwest ISD”) on January 21, 2025, due to concern about the safety of students and staff and the community as a whole with traveling under the weather conditions and due to loss of power or water and frozen pipes at most locations; and

WHEREAS the Board acknowledges that during an emergency closing, most District employees, through circumstances completely beyond their control, were instructed not to report for work, and other employees were called upon to provide emergency-related services or repairs, the Board concludes that a need exists to address wage payments for employees who were idled and those required to work during the emergency closing;

WHEREAS employees who were instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date, the Board concludes that continuing wage payments to all employees, contractual and noncontractual, salaried and non-salaried during the emergency closing caused by the inclement weather serves the public purposes of maintaining morale, community safety, reducing turnover, and ensuring continuity of District staffing;

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Southwest Independent School District authorizes continued wage payments to all employees, contractual and noncontractual, salaried and non-salaried, who were instructed not to report to work during the emergency closing.

BE IT FURTHER RESOLVED that the Board determines that the missed day due to the weather related closure will not be made up and hereby authorizes the Superintendent of Southwest ISD to excuse the day of absence of Southwest ISD employees and pay all employees full compensation for that day except for those nonexempt employees who were called into work.

The authority granted by this resolution to continue wage payments to idled employees for the closure, unless the Board takes action to authorize payment for a longer duration.

Adopted this 4th (date) day of February (month), 2025, by the Board of Trustees.

Board President

Board Secretary