

**RESOLUTION OF THE BOARD OF TRUSTEES OF  
GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT**

**WHEREAS**, the Board of Trustees (the “Board”) of the Grand Prairie 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**, Grand Prairie ISD endured inclement weather during the 2025-2026 school year and, for the safety of all students and staff, closed school facilities because of bad weather for four days during the week of January 26, 2026; and

**WHEREAS**, the vast majority of employees were directed to not come to work on those weather 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 public purpose for payment of employees for the workdays missed during the week of January 26, 2026, 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  
GRAND PRAIRIE INDEPENDENT SCHOOL DISTRICT:**

**RESOLVED**, the Board of Trustees finds that the public interest will be served by paying all employees, including substitutes working in a TRS eligible vacant position, who were idled due to the unexpected closure of the District due to bad weather for four missed workdays during the week of January 26, 2026, that will not be made up.

**RESOLVED**, the Board authorizes and directs the Superintendent to pay all employees, including substitutes working in a TRS eligible vacant position, for a regular duty day pursuant to Grand Prairie ISD Board Policy for the unexpected closure of the District due to bad weather, including those employees who were idle and not working those days that will not be made up.

**RESOLVED**, the Board authorizes and directs the Superintendent to pay employees who were required to work during the bad weather storm which caused an emergency closing as declared by a federal, state, or local official or the Board, at the rate of two times their regular hourly rate of pay for those hours only. The Superintendent shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

**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 does not establish ongoing policy and Grand Prairie ISD is under no obligation to pay employees for any other days not worked.

**PASSED AND APPROVED** this 17<sup>th</sup> day of February, 2026.

By: \_\_\_\_\_

Amber Moffitt, President of the Grand Prairie ISD Board of Trustees

Attest: \_\_\_\_\_

Nancy Bridges, Board Secretary