

## **RESOLUTION OF THE MCKINNEY INDEPDENDENT SCHOOL DISTRICT**

**WHEREAS**, the McKinney Independent School District (“McKinney ISD” or “District”) was closed due to inclement weather on January 26, 2026, January 27, 2026, January 28, 2026, and January 29, 2026; and

**WHEREAS**, the Closure was in the best interest of the safety of the District’s students, community, and employees; and

**WHEREAS**, in the case of the Closure, and to maintain the integrity of the 2025-2026 Academic Calendar, the District may utilize: additional operational minutes within the approved 2025-2026 Academic Calendar; designated Bad Weather Make-Up Days allocated within the 2025-2026 Academic Calendar; minutes accrued through the Staff Development Waiver; or minutes accrued through a Missed School Day waiver granted by the Texas Education Agency; and

**WHEREAS**, the District planning and decision-making committee has reviewed the waiver request and provided written comments prior to approval by the Board of Trustees (“Board”); and

**WHEREAS**, the Closure prevented many District non-exempt employees from reporting to work on assigned work days during the Closure; and

**WHEREAS**, the Board is authorized by Texas Education Code Section 45.105 and Board policies to expend funds of the District for purposes necessary in the conduct of the public schools; and

**WHEREAS**, the Board finds that there is a need to address wage payments for non-exempt employees who are instructed not to report to work or could not safely get to work, and who may have suffered a loss of pay, during the Closure;

**WHEREAS**, although the McKinney ISD is not legally obligated to pay non-exempt employees during such Closure, it is permissible to pay employees pursuant to the terms outlined herein; and

**WHEREAS**, continuing wage payments as outlined herein, serves the public purposes of maintaining safety, maintaining morale, reducing turnover, providing equity between idled employees and employees who provide work from home and on-site emergency-related services, and ensuring continuity of District staffing when schools reopen; and

**WHEREAS**, any payments made under this Resolution will be according to employees’ normal work schedules and pay rates; and

**WHEREAS**, the Board retains sufficient controls over payments under this Resolution; and

**WHEREAS**, the District will receive a return benefit from such compensation of the District's employees.

**NOW THEREFORE, BE IT RESOLVED:**

1. The Board authorizes the District's administration to submit a state waiver application for the missed school days on January 28, 2026 and January 29, 2026;
2. The Board of Trustees of the McKinney Independent School District authorizes payment to all non-exempt employees of the District who were prevented from working on any scheduled work day during the Closure, according to the terms outlined herein;
3. The Superintendent of Schools, or his designee, shall determine the timing and manner in which the compensation in this Resolution shall be paid, under the terms outlined herein; and
4. The Board authorizes the District's administration to create operating procedures and/or regulations for the implementation of this Resolution.

PASSED and ADOPTED this 16<sup>th</sup> day of February, 2026.

By: \_\_\_\_\_  
Amy Dankel, President  
McKinney Independent School District

ATTEST:

By: \_\_\_\_\_  
Lynn Sperry, Secretary  
McKinney Independent School District