

**THE BOARD OF TRUSTEES OF THE
GREGORY-PORTLAND INDEPENDENT SCHOOL DISTRICT**

RESOLUTION

WHEREAS, on January 26, 2026, extremely low temperatures created hazardous travel conditions impacting the safe travel of students and employees in the Gregory-Portland Independent School District (“GPISD”); and

WHEREAS, in the interest of student and employee safety, the Superintendent authorized a **two-hour delayed start** for District operations on January 26, 2026; and

WHEREAS, through circumstances completely beyond their control, some GPISD employees were unable to report to work at their regularly scheduled time due to the delayed start; and

WHEREAS, GPISD Board Policy DEA(LOCAL) authorizes compensation practices, including premium pay, when employees are required to work beyond their regularly scheduled hours or under conditions approved by the Board; and

WHEREAS, there is a public purpose served and a benefit to GPISD to demonstrate support of its employees, enhance employee safety, morale and support the retention of employees; and

WHEREAS, the Board believes that a public purpose exists for forgiving or excusing the absences or partial absences of an employee and for authorizing compensation consistent with Board policy when delays occur due to hazardous weather conditions;

Now therefore it be resolved by the Board that:

1. All of the above-referenced paragraphs are incorporated into and made part of this resolution; and
2. Employees whose regular workday began prior to the delayed start shall not be required to make up the two hours of missed time provided the employee reported to work following the two-hour delayed start on January 26, 2026; and
3. Employees whose regularly scheduled start time occurred at or after the delayed start time were not impacted by the two-hour delay and therefore are not eligible for additional compensation or excused time related to the delayed start; and
4. The Board finds that a public purpose and a benefit to GPISD exists to compensate eligible GPISD employees for any time missed due to the delayed start and to authorize premium pay, when applicable, for employees who were required to work beyond their regularly scheduled hours or under conditions approved by the District, in accordance with Board Policy DEA(LOCAL) and Texas Education Code § 45.105(c); and
5. The Board hereby authorizes the Superintendent to identify affected employees, verify attendance following the delayed start, determine eligibility for excused time or

premium pay, and take any and all actions necessary to implement the intent of this Resolution in compliance with District policy and applicable law.

Adopted by the vote of the majority of members of the Board of Trustees of the Gregory-Portland ISD present and voting at an open meeting of the Board on the 23 day of February, 2026, at which a quorum was present:

BY: _____
Tim Flinn, Board President

BY: _____
Melissa Gonzales, Board Secretary