

**A RESOLUTION  
OF THE BOARD OF TRUSTEES  
OF THE DESOTO INDEPENDENT SCHOOL DISTRICT  
HEREBY DECLARING A PUBLIC PURPOSE FOR THE EXPENDITURE  
OF DISTRICT FUNDS DURING EMERGENCY CLOSURE  
DUE TO INCLEMENT WEATHER  
Resolution No. 2025-02-001**

**WHEREAS**, the District recognizes the value and benefit of encouraging its employees to be models for students in the District;

**WHEREAS**, the District maintains the safety of all students and staff as a top priority of the District;

**WHEREAS**, the Board is authorized by Texas Education Code section 45.105 to expend funds of DeSoto Independent School District (“DeSoto ISD” or “District”) for purposes necessary in the conduct of the public schools as determined by the Board;

**WHEREAS**, the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work;

**WHEREAS**, the Board finds that a need exists to address wage payments for employees who are idled;

**WHEREAS**, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if the District is closed; and

**WHEREAS**, the Board concludes that continuing wage payments to all designated employees, as identified by the Superintendent or designee contractual and non-contractual, salaried and non-salaried, who suffer a loss in pay due to an emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen;

**WHEREAS**, with respect to substitute employees, including daily and long term substitutes, the Board acknowledges their contributions but determines that substitute employees shall be compensated solely for time actually worked, consistent with District policy and applicable law;

**WHEREAS**, as to non-exempt employees who are called on to work on-site during an emergency closing, the Board further concludes that payment of these employees at a premium rate, otherwise defined as premium pay, one and one-half times their regular rate of pay, as provided in this resolution and defined in Board policy DEA (Local), serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff;

**NOW, THEREFORE, BE IT RESOLVED:**

1. That the findings and recitals in the preamble of this Resolution are hereby found to be true and correct and are hereby approved and adopted.
2. The Board of Trustees of DeSoto Independent School District authorizes continued wage

payments to all designated employees, as identified by the Superintendent or designee — contractual and non-contractual, salaried and non-salaried—who are instructed not to report to work during an emergency closing.

3. The authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate of time and a half to nonexempt employees who provide emergency-related services is effective for any emergency closure on January 26-28, 2026, unless the Board takes action to authorize payment for a longer duration or modify the resolution at a later date.
4. That it is hereby found, determined and declared that a sufficient written notice of the date, time, place and subject of the meeting of the DeSoto ISD Board at which this Resolution was adopted was posted at a place convenient and readily accessible at all times to the general public for the time required by law preceding this meeting as required by Chapter 551, Texas Government Code, and that this meeting has been open to the public as required by law at all times during which this Resolution and the subject matter thereof has been discussed, considered and formally acted upon. The DeSoto ISD Board further ratifies, approves and confirms such written notice and posting thereof.

This Resolution shall take effect immediately upon its passage and is retroactive to any dates DeSoto ISD was closed due to inclement weather in January of 2025.

PASSED AND ADOPTED THIS \_\_\_\_\_.

By: \_\_\_\_\_  
Chasiti McKissic, President

ATTEST:

By: \_\_\_\_\_  
Cynthia Watson-Banks, Secretary