

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE FRIENDSWOOD INDEPENDENT SCHOOL DISTRICT**

WHEREAS, the Friendswood Independent School District Board of Trustees recognizes that the territory included in the Friendswood Independent School District recently suffered inclement weather conditions associated with potential wide spread freezing, impassable streets, and other issues associated on January 25-26, 2026; and,

WHEREAS, pursuant to the safety of students and staff and due to hazardous road conditions, Friendswood Independent School District was closed on Monday, January 26, 2026.

WHEREAS, Friendswood Independent School District will only need to make-up the missed instructional minutes if the weather closure exceeds the additional instructional minutes embedded in the 2025-2026 Instructional Calendar using a schedule as determined by the Superintendent.

WHEREAS, the Board of Trustees of the Friendswood Independent School District seeks to retain its employees and facilitate efficient operation of educational activities; and,

WHEREAS, the Board of Trustees of the Friendswood Independent School District finds that compensating employees for work days missed as a result of inclement weather conditions serves an important public purpose in that continued retention of such employees shall enable the school district to continue efficient operation educational activities; and,

IT IS THEREFORE:

RESOLVED that the Board of Trustees of the Friendswood Independent School District hereby authorizes the administration to compensate all employees for days when the District was closed due to inclement weather at their regular hourly or daily rate of pay, according to the duty schedule they would have otherwise worked;

RESOLVED that staff who were off duty during the closure period due to qualified Family Medical Leave Act (FMLA) occurrences, Worker's Compensation, and Long-Term Disability are not covered under the resolution. Including these employees under this resolution would negatively impact the benefits they may be receiving from these plans/policies; and,

RESOLVED that the Board of Trustees of the Friendswood Independent School District hereby authorizes the administration to compensate those non-exempt employees who were required to report to duty on Sunday, January 25, 2026, and Monday, January 26, 2026, until the time the district was open and fully operational, for each hour in the amount of one and one-half times the employee's regular hourly rate of pay ; or the amount required by law for overtime for time worked over 40 hours in a week, as in accordance with policy DEA Local; and ,

FURTHER RESOLVED that the Board of Trustees of the Friendswood Independent School District hereby authorizes the administration to compensate those exempt employees who were required to report to duty Sunday, January 25, 2026, and Monday, January 26, 2026, until the time the district was open and fully operational, for each hour in the amount of one and one-half times the employee's regular hourly rate of pay; or the amount required by law for overtime for time worked over 40 hours in a week, as in accordance with policy DEA Local.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Friendswood Independent School District during a scheduled Board Meeting on February 9, 2026. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: _____ Nays: _____ Abstentions: _____

To certify which, witness my hand and the official seal of the District this 9th day of February, 2026.

President, Board of Trustees