

## RESOLUTION REGARDING CLOSURE OF SCHOOLS DUE TO ICE, SNOW, AND INCLEMENT WEATHER

WHEREAS, the Lamar Consolidated Independent School District (Lamar CISD or the District) Board of Trustees recognizes that on Tuesday and Wednesday, January 21-22, 2025 an unprecedented weather event occurred; and,

WHEREAS, extraordinary measures had to be taken to ensure the health, safety, and well-being of the staff, students and community surrounding Lamar CISD as well as to ensure the securing of District facilities; and,

WHEREAS, pursuant to cooperative efforts with state and local officials to potentially mitigate the impact of the inclement weather conditions on staff, students, and the surrounding community, the District closed schools and facilities for two (2) days on January 21-22, 2025; and,

WHEREAS, Lamar CISD will not need to make-up the missed instructional minutes because adequate instructional minutes are embedded in the 2024-25 Instructional Calendar; and,

WHEREAS, the Board of Trustees of the Lamar CISD seeks to retain its employees and facilitate their return to duty; and,

WHEREAS, the Board of Trustees of the Lamar CISD finds that compensating employees for two (2) school days missed and not made up through a revised calendar serves an important public purpose in that continued retention of such employees shall enable the school district to efficiently resume educational activities; and,

WHEREAS, the Board of Trustees of the Lamar CISD determines that long-term substitutes, defined as substitutes who have worked or (preceding the closure) were scheduled to work consecutively in the same position for more than 10 days will be compensated at their regular daily rate of pay during the two (2) days of closure; and,

WHEREAS, the Board of Trustees of the Lamar CISD recognizes that some hourly, non-exempt employees worked during the two (2) days of closure, and for their efforts, a public purpose exists in providing such employees additional compensation to the extent and in accordance with Board Policy DEA (Local) or other terms and conditions as may be approved by the Superintendent; and,

IT IS THEREFORE:

RESOLVED that the Board of Trustees of the Lamar CISD hereby authorizes the administration to compensate employees and long-term substitutes for two (2) school days when the District was closed (January 21-22, 2025), at their regular hourly rate of pay, according to the duty schedule they would have otherwise worked; and

FURTHER RESOLVED that the Board of Trustees of the Lamar CISD hereby authorizes the Superintendent, in his discretion and in accordance with Board Policy DEA (Local) or other terms and conditions as he deems necessary and appropriate, to provide additional compensation to hourly, non-exempt employees who worked at the District during the two (2) days of closure due to the weather event.

Approved this 18<sup>th</sup> day of March, 2025

By:

Attest:

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Zach Lambert, President

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Jon Welch, Secretary