

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

WHEREAS, the threat of Winter Storm Enzo resulted in the closure of all Crosby Independent School District (“CISD”) schools and facilities on January 21, 2025, through January 23, 2025, for the safety of students and staff;

WHEREAS, CISD closed its schools and facilities because it must act in the best interests of, and for the safety of, its students, staff, and community;

WHEREAS, to financially penalize employees who are acting in the interests of public safety potentially will be harmful in the future if these people fail to act in a safe and prudent manner during a required or recommended shelter in place for fear of financial loss;

WHEREAS, it will be detrimental to the best interests of CISD for CISD to act in a way that may lead to unsafe conduct by its employees in a future natural disaster;

WHEREAS, there is a public purpose served and a benefit to CISD to encourage prudent and safe behavior in a natural disaster so that employees have the best opportunity of protecting their safety and being able to resume their duties;

WHEREAS, the CISD Board of Trustees (“Board”) finds that there is a public purpose served and a benefit to CISD to demonstrate support of CISD employees, enhance employee morale, and support the retention of employees;

WHEREAS, CISD work schedules have been affected by these events;

WHEREAS, pursuant to CISD Board Policy EB(LOCAL), due to the threat of Winter Storm Enzo, the Superintendent closed schools for reasons of public health and safety from January 21, 2025, through January 23, 2025;

WHEREAS, pursuant to CISD Board Policy DEA(LOCAL), if the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure;

WHEREAS, given the circumstances, the Board wishes to authorize the Superintendent not to dock the pay of CISD employees for the workday not made up on any revised calendar;

WHEREAS, the Board believes that a public purpose exists for forgiving or excusing the absences of these employees;

WHEREAS, as to nonexempt employees who were called on to work during the emergency closing, the Board further concludes that payment of these employees at a premium rate, as provided 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;

WHEREAS, this resolution is not meant to excuse the failure to report to duty on these days by any employees who were instructed by the administration to do so or who were required by

contract or job description to report for duty, and who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public.

NOW, THEREFORE, BE IT RESOLVED,

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution.
2. The Board finds that a public purpose and a benefit to CISD exists to excuse and/or forgive any absences by CISD employees created by the recent threat of Winter Storm Enzo for the days of work not made up based on any revised school/work schedule determined by the Superintendent and that payments for such days are necessary in the conduct of CISD.
3. The Board hereby authorizes the Superintendent to pay all employees full compensation for the days missed due to Winter Storm Enzo and that is not made up on any revised school calendar in accordance with applicable Board policy, including Policy DEA(LOCAL).
4. The Board hereby authorizes the Superintendent to pay nonexempt employees who were required to work during the emergency closing at the premium rate described in Policy DEA (LOCAL).
5. The Board hereby ratifies and approves, to the extent permitted by law, all actions taken by the Superintendent in the exercise of her discretion to close schools for reasons of public health and safety from January 21, 2025, through January 23, 2025, and through the effective date of this Resolution.
6. The Board hereby ratifies and approves, to the extent permitted by law, all actions taken by the Superintendent in the exercise of her discretion to protect and preserve the public property and assets of CISD, and for the safety and welfare of the employees, students, parents, taxpayers, and other citizens of CISD, to the extent necessary as a result of the aforementioned natural disaster, through the effective date of this Resolution.

Passed at a duly called and posted meeting of the CISD Board of Trustees on the 30th day of January, 2025.

By: _____

Kea Lynn Lewis
President, Board of Trustees
Crosby Independent School District

Attest:

Heather Barrett
Secretary, Board of Trustees
Crosby Independent School District