

**RESOLUTION OF THE FERRIS INDEPENDENT SCHOOL DISTRICT
AUTHORIZING WAGE PAYMENTS TO NON-EXEMPT EMPLOYEES DURING
THE INCLEMENT WEATHER CLOSURES**

WHEREAS, the Ferris Independent School District ("Ferris ISD" or the "District") seeks to maintain a corps of dedicated and caring employees; and

WHEREAS, the District was closed due to inclement weather on January 9-10, 2025 (the "Closures"); and

WHEREAS, the Closures were in the best interest of the safety of the District's community, students, and employees; and

WHEREAS, the Closures prevented many District employees, including non-exempt employees, from reporting to work on assigned workdays during the Closures; and

WHEREAS, the Board of Trustees ("Board") is authorized by Texas Education Code § 45.105 and Board policies to expend funds of the District for purposes necessary in the conduct of the public schools; and

WHEREAS, the Board finds that a need exists to address wage payments for District employees not on unpaid leave who were instructed not to report to work, and who may have suffered a loss of pay, during the Closures; and

WHEREAS, although the Ferris ISD is not legally obligated to pay nonexempt employees during such Closures, it is permissible to pay employees pursuant to the terms outlined herein; and

WHEREAS, continuing wage payments as outlined herein, serves the public purposes of maintaining safety, maintaining morale, reducing turnover, providing equity between idled employees and employees who provide work from home and on-site emergency-related services, and ensuring continuity of District staffing when schools reopen; and

WHEREAS, any payments made under this Resolution will be according to employees' normal work schedules and pay rates; and

WHEREAS, the Board retains sufficient controls over payments under this Resolution; and

WHEREAS, the District will receive a return benefit from such compensation of the District's employees;

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE FERRIS INDEPENDENT SCHOOL DISTRICT:

1. That the Board of Trustees of the Ferris Independent School District authorizes payment to all non-exempt employees of the District not on unpaid leave who were prevented from

working on any scheduled workday during the Closures, according to the terms outlined herein.

APPROVED by the Board of Trustees of the Ferris Independent School District by a vote of ____ to ____ at a meeting held on January ____, 2025.

Richard Sasser
Ferris ISD Board President

ATTEST:

Lee Longino
Secretary of the Board