

**RESOLUTION OF THE BOARD OF TRUSTEES OF
THE FRISCO INDEPENDENT SCHOOL DISTRICT
REGARDING WAGE PAYMENTS DURING THE
JANUARY 2025 WINTER WEATHER EVENT**

WHEREAS, the Frisco ISD Superintendent, pursuant to Board Policy EB (LOCAL), declared all Frisco ISD worksites closed on January 9 and 10, 2025, as a matter of public safety due to hazardous winter weather;

WHEREAS, Board Policy DEA (LOCAL) provides that during an emergency closure, all employees shall continue to be paid for their regular duty schedule;

WHEREAS, Board Policy DEA (LOCAL) provides that nonexempt employees who are required to work at a District facility or on District property during an emergency closure for a disaster, as declared by a federal, state, or local official or the Board, shall be paid at the premium rate of one and one-half times their regular rate of pay for actual hours worked;

WHEREAS, freezing temperatures caused minor damage to Frisco ISD facilities that required maintenance staff to work onsite during the weather event, including extended hours, to restore systems to working condition and ensure buildings were safe to inhabit by students and staff;

WHEREAS, continuing wage payments for all regular employees—contractual and noncontractual, salaried and non-salaried—during an emergency closure of their assigned worksite serves the public purposes of maintaining morale and retaining staff, thereby reducing turnover;

WHEREAS, the Board acknowledges that during an emergency closure, certain employees may be called upon to provide emergency-related services, and the Board concludes that pay at a premium rate for emergency-related services serves the public purposes of protecting students and staff, maintaining morale, and retaining staff thereby reducing turnover;

WHEREAS, the Board is authorized by Texas Education Code section 45.105 to expend funds of Frisco ISD for purposes necessary in the conduct of the public schools as determined by the Board;

Be it resolved,

1. That all the above-referenced paragraphs, findings, and recitals are incorporated into and made part of this resolution.
2. That the Frisco ISD Board finds a substantial public purpose in protecting students and staff, enhancing employee morale, and retaining employees.
3. That reasonable, adequate controls are in place to ensure that such benefits will be received by the District.
4. That the Frisco ISD Board authorizes continued wage payments for all regular employees—contractual and noncontractual, salaried and non-salaried—who were unable to complete a full work schedule because of the emergency closure of their assigned worksite on January 9 and 10, 2025, to the extent that the employees' work day calendars will not be adjusted.
5. That the Frisco ISD Board directs the Superintendent to identify employees who worked onsite during the closure to ensure Frisco ISD facilities were in safe working condition as a result of the

January 2025 winter weather event.

6. That the Frisco ISD Board of Trustees authorizes pay at a premium rate for those nonexempt employees identified by the Superintendent for all hours worked onsite on January 9 and 10, 2025.
7. That the Superintendent is directed to take necessary and appropriate measures to ensure the payment of the employees described above in accordance with this Resolution.

RESOLVED THIS THE 10th day of February 2025.

By: _____
Ms. Dynette Davis, President
Board of Trustees of the
Frisco Independent School District

ATTEST:

Mr. Mark Hill, Secretary
Board of Trustees of the
Frisco Independent School District