

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE  
BOERNE INDEPENDENT SCHOOL DISTRICT REGARDING EMPLOYEE  
PAY DURING WEATHER EMERGENCY**

**WHEREAS**, inclement weather conditions across Texas resulted in freezing temperatures, sleet, ice and snow on January 26-27, 2026; and

**WHEREAS**, freezing temperatures in Boerne, Texas and surrounding areas necessitated school closures; and

**WHEREAS**, while schools remained closed, some employees of the District continued to work to protect District property and preserve District operations, while others were without work although they were ready, willing and able to return to work; and

**WHEREAS**, the Board finds that there is a public purpose served, and a benefit to Boerne ISD, for the District to: (1) demonstrate support of its employees, (2) enhance employee morale, (3) support the retention of employees, by paying employees for the days that Boerne ISD was closed or started late during the weather emergency, and (4) authorize extra duty pay for employees who worked during the weather emergency to protect and preserve property of the District:

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Boerne Independent School District as follows:

1. All the above-referenced recitals are incorporated into and made a part of this Resolution.
2. There is a public purpose served, and a benefit to Boerne ISD for the District to authorize the Superintendent of Schools to compensate school district employees who remained ready, willing and able to work on January 26-27, 2026, but who were prohibited from working due to emergency weather closures.
3. The Board authorizes the Superintendent of Schools to compensate all permanent employees, temporary transportation and food service employees assigned to regular work schedules, and long-term substitutes, who have served in the same position for a minimum of 10 days, for hours/days missed on January 26-27, 2026. This authority applies retroactively to include the January pay period(s).
4. The Board further finds that a public purpose and a benefit to the Boerne ISD exist to provide extra duty compensation to District employees who assisted with efforts to recover and restore regular district operations during and in the aftermath of the inclement weather occurring during the dates of on January 26-27, 2026, and that such compensation shall be made in accordance with CKC (LEGAL) and (LOCAL). This authority applies retroactively to include the January pay period(s).

PASSED and ADOPTED this 23rd day of February 2026, by the Board of Trustees of the Boerne Independent School District.

---

Kristi Smith  
Board President

---

Attest: Rich Sena  
Board Secretary