

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

WHEREAS, the Hitchcock Independent School District Board of Trustees recognizes that the territory included in the Hitchcock Independent School District recently suffered inclement weather conditions associated with the winter snow and ice storm and,

WHEREAS, pursuant to cooperative efforts with local officials to maximize safety during the winter storm which included strong winds, snow, sleet, winter precipitation, and very hazardous road conditions, Hitchcock Independent School District closed operations beginning on Monday, January 26, 2026.

WHEREAS, Hitchcock Independent School District will only need to make-up the missed instructional minutes if the weather closure exceeds the additional instructional minutes embedded in the 2025-2026 Instructional Calendar.

WHEREAS, the Board of Trustees of the Hitchcock Independent School District seeks to retain its employees and facilitate efficient operation of educational activities; and,

WHEREAS, the Board of Trustees of the Hitchcock Independent School District finds that compensating employees for work days missed as a result of inclement weather and winter storm conditions serves an important public purpose in that continued retention of such employees shall enable the school district to continue efficient operation educational activities; and,

IT IS THEREFORE:

RESOLVED that the Board of Trustees of the Hitchcock Independent School District hereby authorizes the administration to compensate all employees for days when the District was closed due to inclement weather and winter storm conditions at their regular hourly or daily rate of pay, according to the duty schedule they would have otherwise worked;

FURTHER RESOLVED that the Board of Trustees of the Hitchcock Independent School District hereby authorizes the administration to compensate those employees who were required to report to duty on Monday, January 26, 2026 until the time the district was open and fully operational or the district implemented the Hitchcock ISD disaster recovery plan, at their regular rate of pay in addition to the pay all employees will receive and for a maximum of a double-time rate for this closure; and

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Hitchcock Independent School District during a scheduled Board Meeting on February 23, 2026. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: _____ Nays: _____ Abstentions: _____

To certify which, witness my hand and the official seal of the District this 23rd day of February, 2026.

Chad Allen, Board President