

## **Board Resolution to Provide Wellness Days for the 2024-2025 School Year to Support Employee Wellness and Mental Health**

**WHEREAS**, the United Independent School District (“District”), a Texas political subdivision, by and through its Board of Trustees (“Board”), desires to support District employee wellness and mental health;

**WHEREAS**, a healthy District workforce is a benefit to all District employees, students, parents, and the community;

**WHEREAS**, the Board has a substantial public interest in protecting the health and safety of its students, staff, and community, and finds that a need exists to provide certain leave benefits to address employee wellness and mental health for the 2024-2025 school work year;

**WHEREAS**, the Board is authorized by Section 45.105 of the Texas Education Code to expend funds of the United Independent School District for purposes necessary in the conduct of the public schools as determined by the Board; and

**WHEREAS**, the Board finds that the public purposes described above are fulfilled by efficiently and effectively making certain delegations, as described more fully herein, to the Administrators-in-Charge, to address employee wellness and mental health in the best interest of the health, safety, and well-being of its students, staff, and community at-large.

### **IT IS THEREFORE RESOLVED BY THE UNITED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES THAT:**

All the above recitals are adopted as findings of fact and are incorporated into and made a part of this resolution for all purposes. In furtherance of these public purposes, the Board of Trustees makes the following delegations to the Administrator-in-Charge to implement this resolution:

1. The authority to enact administrative regulations wherein two (2) wellness days will be granted to all employees for use in the 2024-2025 school year.
2. The authority to enact a restriction that the two wellness days implemented by this Resolution for the 2024-2025 school year are only to be granted for the 2024-2025 school year; however, said wellness days will rollover if not used. Further, the two wellness days will not be eligible for buyback upon retirement. There is no guarantee or assurance that wellness days will be granted beyond the 2024-2025 school year.
3. The authority to enact a blackout dates calendar for the two wellness days enacted by this Resolution, which said calendar will delineate the dates that the wellness days cannot be used by employees.
4. The authority to create and implement any additional administrative regulations consistent with this resolution.

FURTHER, the Board finds that all funds expended pursuant to this Resolution are necessary in the conduct of the United Independent School District.

**Adopted this 6th day of June, 2024, by the United ISD Board of Trustees.**

**APPROVED:**

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Ramiro Veliz, III  
Board President

**ATTEST:**

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Michelle Molina  
Board Secretary

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