

RESOLUTION OF THE BOARD REGARDING WAGE PAYMENTS  
DURING EMERGENCY SCHOOL CLOSINGS

**WHEREAS** the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work. The Board concludes that a need exists to address wage payments for employees who are idled.

**WHEREAS** employees who are instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date. The Board concludes that continuing wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who suffer a loss in pay due to an emergency closing, serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen.

**NOW THEREFORE BE IT RESOLVED** that the Board of Trustees of Smithville Independent School District authorizes continued wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who are instructed not to report to work during an emergency closing, unless the workdays are scheduled to be made up at a later date.

The authority granted by this resolution to continue wage payments to idled employees is effective for a closure with a maximum duration of three days unless the Board acts to authorize payment for a longer duration.

Adopted this 23<sup>rd</sup> day of February, 2026, by the Smithville I.S.D. Board of Trustees.

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Grant Gutierrez, President

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Josh Magden, Secretary