

RESOLUTION OF THE SPLENDORA INDEPENDENT SCHOOL DISTRICT

Whereas, the recent severe weather resulted in the closure of all schools and facilities in Splendor Independent School District ("Splendor ISD") on January 21, 2025 and January 22, 2025, for the safety of students and staff; and

Whereas, Splendor ISD closed its schools and facilities because it must act in the best interests of, and for the safety of, its students and staff; and

Whereas, in many cases, Splendor ISD employees were forced to take actions to ensure the safety of their families and

Whereas, through circumstances completely beyond their control, they were forced to miss work at the Splendor ISD; and

Whereas, to financially penalize employees who are acting in the interests of public safety potentially will be harmful in the future if these people fail to act in a safe and prudent manner during a required or recommended evacuation for fear of financial loss; and

Whereas, it will be detrimental to the best interests of the District for the District to act in a way that may lead to unsafe conduct by its employees in a future natural disaster; and
Whereas, there is a public purpose served and a benefit to the Splendor ISD to encourage prudent and safe behavior in a natural disaster so that employees have the best opportunity of protecting their safety and being able to resume their duties; and

Whereas, there is a public purpose served and a benefit to the Splendor ISD to demonstrate support of its employees, enhance employee morale and support the retention of employees; and

Whereas, the Splendor ISD 2024-2025 school calendar and related work schedules have been affected by these events; and

Whereas, given the extreme circumstances, the District's Board of Trustees ("Board") wishes to authorize the Superintendent of Schools, in her/his discretion, to revise the 2024-2025 school/work calendar to set forth which, if any, of the missed days will be made up through instruction of students and/or execution of job duties and responsibilities, and to authorize her/him not to dock the pay of District employees for any days not made up in any

revised calendar; and

Whereas, the Board believes that a public purpose exists for forgiving or excusing the absences of these employees; and

Whereas, this resolution is not meant to excuse the failure to report to duty on these days by any employees who were instructed by the administration to do so or who were required by contract or job description to report for duty, and who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public;

Now, therefore, be it resolved by the Board that:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution; and

2. The Board finds that a public purpose and a benefit to the Splendora ISD exists to excuse and/or forgive any absences by District employees created by the recent severe weather for days of work not made up based on any revised school/work schedule determined by the Superintendent of Schools and that payments for such days are necessary for the conduct of the public schools as provided by Texas Education Code § 45.105(c).

3. The Board hereby authorizes the Superintendent of Schools to revise the Splendora ISD 2024-2025 calendar if days missed due to the severe weather are to be made up by students and/or staff, to excuse all absences of District employees for the dates of school closure necessitated by the severe weather and not made up through a revised school calendar and related to work schedule, and pay all employees full compensation for days missed due to this natural disaster and which are not made up on any revised school calendar.

Approved this 5th day of February 2025.

By: _____

Board President

Attest:

Board Secretary