

**RESOLUTION OF THE UNITED INDEPENDENT SCHOOL DISTRICT BOARD TO  
APPROVE EMPLOYEE COMPENSATION FOR A DELAYED START FOR THE ENTIRE  
SCHOOL DISTRICT DUE TO INCLEMENT WEATHER**

**WHEREAS**, the United Independent School District ("District") is a public school district located in Laredo, Webb County, Texas; and

**WHEREAS**, on Thursday, September 25, 2025, the City of Laredo experienced inclement weather resulting in flooding throughout the City; and

**WHEREAS**, the District executed safety protocols resulting in the initiation of a two-hour delayed start for the entire District on September 25, 2025; and

**WHEREAS**, the District's Board of Trustees ("Board") has a substantial interest in protecting the health and safety of the District's students, staff, and community, and finds that an emergency existed necessitating the delayed start for the entire District; and

**WHEREAS**, Board Policy DEA (Local) states: "During an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments."; and

**WHEREAS**, the Board is authorized by Texas Education Code section 45.105 to expend funds of the District for purposes necessary in the conduct of the public schools as determined by the Board.

**NOW, THEREFORE, BE IT RESOLVED** 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, and that the Board hereby determines that the public purposes served by this Resolution and any expenditure made pursuant to this Resolution include: keeping certain of the District's staff safe due to the inclement weather that occurred on the morning of September 25, 2025, while maintaining operational continuity to the greatest extent possible during the events which led to the two-hour delayed start for the entire District.

**BE IT FURTHER RESOLVED** that the public purposes described above are fulfilled by efficiently and effectively making certain delegations, as described more fully herein, to the Superintendent to address the safety and best interests of the District's students and staff.

**BE IT FURTHER RESOLVED** that in furtherance of these public purposes and this Resolution, the Board makes the following delegations to the Superintendent:

1. The authority to execute a two-hour delayed start for the entire District for the morning of September 25, 2025, due to inclement weather;
2. The authority to continue providing pay to all affected District employees due to the above-mentioned event, in accordance with Board Policy DEA (Local) and Texas Education Code section 45.105;
3. The authority to direct certain essential District employees to report to work during the delayed start, including but not limited to those District employees who are essential to continuing certain District operations, such as facilities, transportation, and food services, in the sole discretion of the Superintendent; and

4. The authority to submit any necessary waivers to the Texas Education Agency to further the implementation and purposes of this Resolution.

**BE IT FURTHER RESOLVED** that the Superintendent is authorized by the Board to take such further actions necessary and appropriate to implement the intent of this Resolution without further Board action.

**BE IT FURTHER RESOLVED** that the authority granted to the Superintendent by the Board via this Resolution shall remain until rescinded by Board Action at a duly-called Board meeting, but in no event shall the authority granted to the Superintendent by this Resolution remain in effect past October 31, 2025.

**APPROVED, PASSED, AND ADOPTED** on October 15, 2025, by the United Independent School District Board of Trustees.

APPROVED:

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Javier Montemayor, Jr.  
Board President

ATTEST:

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Michelle Molina  
Board Secretary