



# Gregory-Portland Independent School District

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## BOARD MEMORANDUM

TO: DR. MICHELLE CAVAZOS

FROM: Deborah Garza

CC: BOARD OF TRUSTEES  
DR. ISMAEL GONZALEZ III  
BRITTNEY SOLIZ SANDOVAL  
DEBORAH GARZA  
MICHAEL THIEME  
DR. MICHAEL NORRIS  
PENNY ARMSTRONG

DATE: Monday, February 23, 2026

SUBJECT: Consider and Take Possible Action to Adopt a Resolution to Approve Compensation of District Employees During a Delayed Start Resulting from Extremely Low Temperatures

### PRIORITIES

PRIORITY 1: EXCEPTIONAL STUDENT PERFORMANCE

1.5 Annually increase the percentage of students who feel safe at school

PRIORITY 2: HIGH PERFORMING AND ENGAGED WORKFORCE

2.1 Annually increase the percentage of staff satisfaction

2.2 Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3: QUALITY SERVICE AND IMPACTFUL COMMUNITY ENGAGEMENT

3.1 Annually increase the percentage of student satisfaction

3.2 Annually increase the percentage of parent/family satisfaction and engagement

3.3 Annually increase the percentage of community satisfaction and engagement

PRIORITY 4: EFFICIENT AND EFFECTIVE DISTRICT AND CAMPUS OPERATIONS

4.4 Annually improve safety and security

## BACKGROUND INFORMATION:

Type: Action

In accordance with DEA(LOCAL), "During an emergency closure, all employees shall continue to be paid for their regular duty schedules 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."

EB(LOCAL) provides for delegating the Superintendent authority to close schools for public health and safety reasons.

## RECOMMENDATION:

Administration recommends the Board approve a resolution to approve compensation of district employees during a school two-hour delayed start resulting from extremely low temperatures and hazardous travel conditions in accordance with Texas Education Code §45.105(c),

## FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):

## BOARD RELATED POLICY:

DEA(LOCAL)

## ACTION ITEM SUGGESTED MOTION (if applicable):

That the Board accepts the recommendation by administration to adopt a resolution to approve compensation of district employees during a school two-hour delayed start, resulting from extremely low temperatures and hazardous travel conditions, and that this expenditure is necessary in the conduct of the public schools as provided by Texas Education Code §45.105(c).