

**Revised Resolution of the Board Regarding Extension of Leave
During An Inclement Weather Closure**

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

WHEREAS, the Board acknowledges that during an inclement weather closure, District employees may be instructed not to report for work;

WHEREAS, the Board finds that a need exists to address additional leave for employees who are instructed not to report for work;

WHEREAS, the Board determines that employees who are instructed not to report to work may suffer a loss of pay if they do not report for work; and

WHEREAS, the Board concludes that providing additional paid leave to all regular employees—salaried and non-salaried—who are instructed not to report to work due to an inclement weather closure and premium pay for nonexempt employees who worked for emergency related services, serves the public purposes of protecting students and staff, maintaining morale, and reducing turnover;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Tarkington Independent School District authorizes providing additional paid leave for all regular employees—salaried and non-salaried—who are instructed not to report to work during an inclement weather closure. Additionally, the Board of Trustees of Tarkington Independent School District authorizes for nonexempt employees who are required to work during the inclement weather closure will receive a premium rate of one and one-half times their regular rate of pay for all hours worked for emergency related services effective during the closure. The premium pay will be paid in addition to the paid leave.

The authority granted by this resolution is to provide additional paid leave for all regular employees —salaried and non-salaried— who are instructed to not to report for work due to an inclement weather closure. This resolution will begin January 26, 2026 and end on January 27, 2026. This resolution will provide paid leave for the days the District had a closure due to inclement weather. This resolution provides additional paid leave for a maximum duration of two days for all employees. Additionally, for nonexempt employees who are required to work during the inclement weather closure will receive a premium rate of one and one-half times their regular rate of pay for all hours worked for emergency related services effective during the closure in addition to the paid leave.

Adopted this _____ (date) day of _____ (month), _____ (year), by the Board of Trustees.

Presiding Officer

Secretary