

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE GROESBECK INDEPENDENT SCHOOL DISTRICT
REGARDING WAGE PAYMENTS ASSOCIATED WITH INCLEMENT WEATHER**

WHEREAS, the Board of Trustees of the Groesbeck Independent School District acknowledges that on January 26, 27, and 28, 2026, Groesbeck and, more specifically, Groesbeck Independent School District was subjected to the effects of inclement weather causing road hazards.

WHEREAS, Groesbeck ISD, due to extreme and unprecedented adverse weather conditions, for the safety of all students and staff, and due to road and facility conditions being unsafe, Groesbeck Independent School District closed all school facilities on Monday, January 26, 2026 through Wednesday, January 28, 2026.

WHEREAS, the vast majority of Groesbeck ISD employees had been directed not to come to work until January 29, 2026;

WHEREAS, Groesbeck ISD believes there is a public purpose for paying employees for the missed work days that will not be made up by instructional days or additional time worked outside of the employee's regular work day during this time of unprecedented crisis, and

WHEREAS, the public purposes to be served by paying all employees, contractual and non-contractual, salaried and non-salaried, for the work days missed and not made up because of natural disaster include the equitable treatment of all employees, which provides for enhanced employee morale, reduction in turnover, a reduction in unemployment claims exposure, encouraging the safety of all employees, insuring continuity of district staffing when campuses opened, and fair treatment of employees who could not work due to the District's cancellation of the school days.

THEREFORE, be it resolved by the Board of Trustees that:

The Board affirms that the days missed due to organizational closure during the inclement weather will not be made up by Groesbeck ISD employees through the performance of duties, in the sole determination of the Board of Trustees; and

The Board finds that a public purpose and a benefit to the Groesbeck ISD exists to excuse and/or forgive the absences by Groesbeck ISD employees due to closure during the recent inclement weather and that payments for such days are necessary for the conduct of public entities as provided by Texas Education Code 45.105(c); and

The Board hereby authorizes the Superintendent of Groesbeck ISD to excuse the days of the absence of Groesbeck ISD employees for organizational closure necessitated by inclement weather and road conditions and pay all employees total compensation for the day.

BE IT FURTHER RESOLVED that the Board of Trustees hereby ratifies any actions already taken by the Administration towards the District's emergency response and recovery through the date of this meeting.

PRESENTED and passed this 24th day of February, 2026, by the Groesbeck ISD Board of Trustees.

ATTEST:

Aslone Foy, President

Bridgett Jackson-Tatum, Secretary