

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE MCKINNEY INDEPENDENT SCHOOL DISTRICT
AUTHORIZING SALARY PAYMENTS TO DISTRICT EMPLOYEES
FOR INCLEMENT WEATHER-RELATED CLOSURES**

WHEREAS the McKinney Independent School District ("McKinney ISD" or "District") was closed due to inclement weather on January 9, 2025, and January 10, 2025; and

WHEREAS the Closures are in the best interest of the safety of the District's students, community, and employees; and

WHEREAS in the case of the Closures, and to maintain the integrity of the 2024-2025 Academic Calendar, the District may utilize: additional operational minutes within the approved 2024-2025 Academic Calendar; designated Bad Weather Make-Up Days allocated within the 2024-2025 Academic Calendar; minutes accrued through the Staff Development Waiver; or minutes through a Missed School Day waiver granted by the Texas Education Agency; and

WHEREAS the Closures prevent many District contractual and non-contractual employees from reporting to work on assigned workdays during the Closures; and

WHEREAS the Board of Trustees ("Board") is authorized by Texas Education Code Section 45.105 and Board policies to expend funds of the District for purposes necessary in the conduct of the public schools; and

WHEREAS the Board finds that a need exists to address wage payments for contractual and non-contractual employees who are instructed not to report to work, and who may suffer a loss of pay, during the Closures; and

WHEREAS, although the McKinney ISD is not legally obligated to pay non-exempt employees during such Closures, it is permissible to pay employees pursuant to the terms outlined herein; and

WHEREAS, continuing wage payments as outlined herein, serves the public purposes of maintaining safety, maintaining morale, reducing turnover, providing equity between idled employees and employees who provide work from home and on-site emergency-related services, and ensuring continuity of District staffing when schools reopen; and

WHEREAS any payments made under this Resolution will be according to employees' normal work schedules and pay rates; and

WHEREAS the Board retains sufficient controls over payments under this Resolution; and

WHEREAS the District will receive a return benefit from such compensation of the District's employees;

NOW, THEREFORE, BE IT RESOLVED, the Board of Trustees of the McKinney Independent School District authorizes payment to all employees of the District who were prevented from working on any scheduled workday during the Closures, according to the terms outlined herein.

BE IT FURTHER RESOLVED: 1) the Superintendent of Schools, or his designee, shall determine the timing and manner in which the compensation in this Resolution shall be paid, under the terms outlined herein; and 2) the Board authorizes the District's administration to create operating procedures and/or regulations for the implementation of this Resolution.

DULY PASSED and ADOPTED this 24th day of February 2025.

By:

Philip Hassler, President
McKinney Independent School District

ATTEST:

By:

Harvey Oaxaca, Secretary
McKinney Independent School District