

Amended Board Resolution to Provide Wellness Days for the 2025-2026 School Year to Support Employee Wellness and Mental Health

WHEREAS, the United Independent School District (“District”), a Texas political subdivision, by and through its Board of Trustees (“Board”), desires to support District employee wellness and mental health;

WHEREAS, a healthy District workforce is a benefit to all District employees, students, parents, and the community;

WHEREAS, the Board has a substantial public interest in protecting the health and safety of its students, staff, and community, and finds that a need exists to provide certain leave benefits to address employee wellness and mental health for the 2025-2026 school work year;

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

WHEREAS, the Board finds 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 employee wellness and mental health in the best interest of the health, safety, and well-being of its students, staff, and community at-large.

IT IS THEREFORE RESOLVED BY THE UNITED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES 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. In furtherance of these public purposes, the Board of Trustees delegates the Superintendent to implement this Resolution:

1. The authority to enact administrative regulations wherein two (2) wellness days will be granted to all employees for use in the 2025-2026 school year.
2. The authority to enact a restriction that the two wellness days implemented by this Resolution for the 2025-2026 school year are only to be granted for the 2025-2026 school year; however, said wellness days will roll over until used. In addition, the 2024-2025 wellness days will roll over as well. Further, any wellness days will not be eligible for buyback upon retirement. There is no guarantee or assurance that wellness days will be granted beyond the 2025-2026 school year.
3. The authority to enact a blackout dates calendar for the two wellness days enacted by this Resolution, which said calendar will delineate the dates that the wellness days cannot be used by employees.
4. The authority to create and implement any additional administrative regulations consistent with this Resolution.

FURTHER, the Board finds that this Resolution amends and supersedes the previous Resolution adopted on June 25, 2025, and that all funds expended pursuant to this Resolution are necessary in the conduct of the United Independent School District.

Adopted this 21st day of January, 2026, by the United ISD Board of Trustees.

APPROVED:

Javier Montemayor Jr.
Board President

ATTEST:

Michelle Molina
Board Secretary