

**RESOLUTION TO APPROVE EMPLOYEE COMPENSATION FOR AN EMERGENCY  
CLOSURE AT THE UNITED INDEPENDENT SCHOOL DISTRICT SERVICE CENTER,  
DUE TO WATER OUTAGE**

**WHEREAS**, the United Independent School District ("District") is a public school district located in Laredo, Webb County, Texas; and

**WHEREAS**, on Thursday, June 12, 2025, the District's Service Center experienced a water outage; and

**WHEREAS**, the District had to release certain employees for the afternoon on Thursday, June 12, 2025, due to the time required for the City of Laredo's Utilities Department to repair the broken water line; and

**WHEREAS**, the District's Board of Trustees ("Board") has a substantial interest in protecting the health and safety of the District's students, staff, and community, and finds that an emergency existed necessitating the closure of the District's Service Center due to the water outage; and

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

**WHEREAS**, Board Policy DEA (Local) states: "During an emergency closure, all employees shall continue to be paid for their regular duty schedule 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."; and

**NOW, THEREFORE, BE IT RESOLVED** 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, and that the Board hereby determines that the public purposes served by this Resolution and any expenditure made pursuant to this Resolution include: keeping certain of the District's staff safe due to a water outage at the District's Service Center on June 12, 2025, while maintaining operational continuity to the greatest extent possible during the events which led to the temporary emergency closure.

**BE IT FURTHER RESOLVED** 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 the lack of water at the affected property in the best interests of its students and staff.

**BE IT FURTHER RESOLVED** that in furtherance of these public purposes and this Resolution, the Board makes the following delegations to the Superintendent:

1. The authority to enact an emergency closure at the District's Service Center for the afternoon of June 12, 2025, due to a water outage;
2. The authority to continue providing pay to all affected District employees due to the above-mentioned event, in accordance with Board Policy DEA (Local);
3. The authority to direct certain essential District employees to report to work during the emergency closure, including but not limited to those District employees who are essential to continuing certain District operations, such as facilities, transportation, and food services, in the sole discretion of the Superintendent; and

4. The authority to submit any necessary waivers to the Texas Education Agency to further the implementation and purposes of this Resolution.

**BE IT FURTHER RESOLVED** that the Superintendent is authorized by the Board to take such further actions necessary and appropriate to implement the intent of this Resolution without further Board action.

**BE IT FURTHER RESOLVED** that the authority granted to the Superintendent by the Board via this Resolution shall remain until rescinded by Board Action at a duly-called Board meeting, but in no event shall the authority granted to the Superintendent by this Resolution remain in effect past July 31, 2025.

**APPROVED, PASSED, AND ADOPTED** on July 23, 2025, by the United Independent School District Board of Trustees.

APPROVED:

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Javier Montemayor, Jr.  
Board President

ATTEST:

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Michelle Molina  
Board Secretary