



Terrell Independent School District

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TERRELL INDEPENDENT SCHOOL DISTRICT RESOLUTION AUTHORIZING SALARY PAYMENTS FOR SCHOOL CLOSURES DURING SEVERE WEATHER ON JANUARY 26-30, 2026

WHEREAS, the Board is authorized by Texas Education Code to govern and oversee the management of Terrell Independent School District ("the District") and expend funds for purposes necessary in the conduct of the public schools in the District as determined by the Board;

WHEREAS, the District Policy EB (Local) delegates to the Superintendent the authority to close schools for reasons of public health and safety;

WHEREAS, the District Policy DEA (Local) provides that 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;

WHEREAS, the threat of severe weather conditions on January 26-30, 2026, compelled the Superintendent to close all District facilities for the safety of our students and employees. As a result, employees were prevented from working that week through no fault of their own;

WHEREAS, the Board finds that employees will suffer a loss of pay through no fault of their own when they were required to miss work when the District campus and facilities were closed, and the loss of pay will have an adverse impact on employee's retention and morale;

WHEREAS, the Board finds that public purposes are fulfilled by efficiently and effectively making certain delegations, as described more fully herein, to the Superintendent to provide paid leave to employees;

IT IS THEREFORE RESOLVED BY THE TERRELL INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES:

1. That all the above recitals are adopted as findings of fact and are incorporated into and made a part of this resolution. The Board finds that a public purpose and a benefit to the Terrell ISD exists to excuse and/or forgive absences by District employees pursuant to Policy DEA (Local) due to closures on January 26-30, 2026.
2. That, pursuant to Policy DEA (Local), the Board hereby authorizes the payment of any approved salary to District employees in accordance with each employee's normal pay rate for the employee's regular duty schedule, when those employees were prevented from working, and that none of the days missed due to the closure must be made up by Terrell ISD employees.
3. That, pursuant to Policy DEA (Local), the Board hereby authorizes the payment of **Premium Pay During Disasters** to Nonexempt employees who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay. Overtime for time worked over 40

hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

4. That, to stay compliant with the Fair Labor Standards Act (FLSA) and Texas state law, the Board hereby authorizes the payment to Nonexempt employees by providing "guaranteed minimum pay for essential staff/Emergency Call-In" during emergencies is necessary for "maintaining morale and retaining staff during disaster conditions." The following "Emergency Call-In" pay table shall be applied:

| Actual Hours Worked | Paid Hours | Pay Code Treatment |
|----------------------------|-------------------------|---|
| 0.25 – 4.0 Hours | 4 Hours Actual hours | (OT eligible) + "Emergency Leave" (Straight time) |
| 4.01 – 8.0 Hours | 8 Hours Actual hours | (OT eligible) + "Emergency Leave" (Straight time) |

5. That authority is hereby granted to the Superintendent to take all the necessary steps required to implement this Resolution.

PRESENTED and passed this 16th day of January 2026, by the Board of Trustees of Terrell ISD.

President, Terrell ISD Board of Trustees

Signed _____
Ms. Dena Risinger

Secretary, Terrell ISD Board of Trustees

Signed _____
Ms. Ann Kines McDonald