



Excellence, Innovation, Service

**RESOLUTION OF THE BOARD REGARDING WAGE PAYMENTS
DURING EMERGENCY SCHOOL CLOSINGS**

WHEREAS, the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work, and other employees may be called upon to provide emergency-related services. The Board concludes that a need exists to address wage payments for employees who are idled;

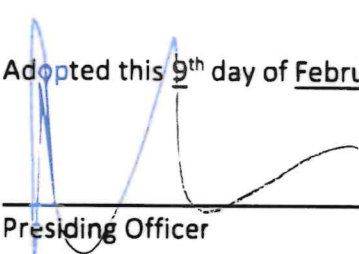
WHEREAS, employees who are instructed not to report to work may suffer a loss of pay unless the workdays are made up at a later date. The Board concludes that continuing wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who suffer a loss in pay due to an emergency closing, serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen.

WHEREAS, the Board further acknowledges that nonexempt employees, as defined by the Fair Labor Standards Act, who are required to work to mitigate the cause of an emergency school closing are entitled to premium compensation, and that, in accordance with District policy and applicable law, such nonexempt employees shall be compensated at a rate of one and one-half times their regular rate of pay for all hours worked under those circumstances.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Wimberley Independent School District authorizes continued wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who are instructed not to report to work during an emergency closing, unless the workdays are scheduled to be made up at a later date.

The authority granted by this resolution to continue wage payments to idled employees is effective for the closures that occurred January 21, 2026 and January 22, 2026.

Adopted this 9th day of February, 2026, by the Board of Trustees.



Presiding Officer



Vice President