

TOMBALL INDEPENDENT SCHOOL DISTRICT

RESOLUTION REGARDING SCHOOL CLOSURE AND REOPENING DUE TO INCLEMENT WEATHER (ICE)

Whereas, on January 26, 2026 the Tomball Independent School District ("Tomball ISD") closed its schools and facilities because it must act in the best interests of, and for the safety of, its students and staff; and

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; and

Whereas, to financially penalize employees who are acting in the interests of public safety will potentially be harmful in the future if these people fail to act in a safe and prudent manner during a required, or recommended, shelter in place for fear of financial loss; and

Whereas, it will be detrimental to the best interests of Tomball ISD for Tomball ISD to act in a way that may lead to unsafe conduct by its employees in a future natural disaster; and

Whereas, there is a public purpose served and a benefit to Tomball ISD to encourage prudent and safe behavior in a natural disaster so that employees have the best opportunity to assure their personal safety and are therefore able to resume their duties; and

Whereas, the Board believes forgiving or excusing the absences of employees idled during this emergency closing with continuing wage payments to all employees, contractual and non-contractual, salaried and non-salaried, serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen; and

Whereas, the Board believes that a need exists to consider a wage differential between employees who are idled and those required to work during emergency closings and that nonexempt employees who are called on to work during an emergency should be paid at a premium rate, as provided at DEA(LOCAL); and

Whereas, this resolution is not meant to excuse the failure to report to duty on these days by any employees who were instructed by the administration to do so, or who were required by contract or job description to report for duty, and those who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public; and

NOW THEREFORE BE IT RESOLVED by the Board of Trustees of Tomball ISD that:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution; and

2. The Board finds that a public purpose and a benefit to Tomball ISD exists to excuse and/or forgive any absences by District employees created by the recent ice storm for days of work not made up based on any revised school/work schedule determined by the Superintendent of Schools, and that payments for such days are necessary in the conduct of the public schools as provided by Texas Education Code § 45.105(c).


3. The Board finds that a public purpose and a benefit to Tomball ISD exists to provide nonexempt employees who are required to work during an emergency closing an hourly pay rate as described in DEA (Local) of one and one-half times their regular rate of pay for all hours worked in efforts to protect, recover and/or restore regular school operations.

4. The Board of Trustees hereby ratifies and approves, to the extent permitted by law, all actions taken by the Superintendent in the exercise of her discretion to protect and preserve the public property and assets of Tomball ISD, and for the safety and welfare of the employees, students, parents, taxpayers and other citizens of Tomball ISD, to the extent she deemed necessary as a result of the ice storm for the time period of February 4th through the effective date of this Resolution.

5. It is hereby found, determined, and declared that sufficient written notice of the date, time, place and subject of the meeting of the Board of Trustees of Tomball Independent School District at which this resolution was adopted was posted at a place convenient and readily accessible at all times to the general public at the regular meeting place of the governing body for the time required by law preceding this meeting, as required by Chapter 551, Texas Government Code, and that this meeting has been open to the public as required by law at all times during which this Resolution and the subject matter thereof has been discussed, considered and formally acted upon. The Board of Trustees further ratifies, approves and confirms such written notice and the contents and posting thereof.

Approved this 10th day of February 2026.

By: 
Mark Lewandowski
Board President

Attest: 
Amanda Bass
Board Asst. Secretary