

**RESOLUTION OF THE BOARD OF TRUSTEES OF  
MANSFIELD INDEPENDENT SCHOOL DISTRICT  
Resolution No.: 26-18**

**WHEREAS**, the Board of Trustees (the “Board”) of the Mansfield Independent School District (the “District”) is authorized by § 11.51 of the Texas Education Code (“TEC”) to govern and oversee the management of the public schools in the District; and

**WHEREAS**, Mansfield ISD endured unusually inclement weather during January 26, 2026 to January 29, 2026 and, for the safety of all students and staff, closed all school facilities because of bad weather; and

**WHEREAS**, the vast majority of employees were directed to not come to work on those weather affected days and the Board believes there is a public purpose for paying employees for missed workdays that will not be made up; and

**WHEREAS**, the public purpose for payment of employees for the workdays missed would include increased morale, reduction of employee turnover, reducing the District’s exposure to possible unemployment or Fair Labor Standards Act claims, and equitable treatment of all employees.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF  
THE MANSFIELD INDEPENDENT SCHOOL DISTRICT:**

**RESOLVED**, the Board of Trustees finds that the public interest will be served by paying all employees who were idled due to the unexpected closure of the District due to bad weather for missed workdays that will not be made up.


**RESOLVED**, the Board authorizes and directs the Superintendent to pay all employees for a regular duty day pursuant to Mansfield ISD Board Policy for the unexpected closure of the District due to bad weather, including those employees who were idle and not working those days that will not be made up.

**RESOLVED**, the Board authorizes and directs the Superintendent, at the Superintendent’s discretion, to pay nonexempt Emergency Crews who were required to work on site during the emergency closing for January 26, 2026, to January 29, 2026 winter storm event.

**RESOLVED**, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

**RESOLVED**, this resolution only applies to bad weather days that the District will not make up pursuant to District Policy. This resolution does not establish an ongoing policy and Mansfield ISD is under no obligation to pay employees for any other days not worked.

**PASSED AND APPROVED** on this 17<sup>th</sup> day of February 2026.

By:   
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President, Mansfield ISD Board of Trustees

Attest:   
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Secretary, Mansfield ISD Board of Trustees