



EAGLE MOUNTAIN SAGINAW ISD

Fostering a Culture of Excellence

RESOLUTION

EAGLE MOUNTAIN-SAGINAW INDEPENDENT SCHOOL DISTRICT FOR THE PROVISION OF PREMIUM PAY DURING WINTER WEATHER CLOSURE

WHEREAS, the Board of Trustees (the "Board") of the Eagle Mountain-Saginaw 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, on the dates of January 26 through January 29, 2026, the Eagle Mountain-Saginaw ISD closed its buildings due to inclement winter weather; and

WHEREAS, the Eagle Mountain-Saginaw ISD has a substantial public interest to protect the health and safety of its students, staff and community; and

WHEREAS, Eagle Mountain-Saginaw ISD school facilities, property and equipment were susceptible to damage and may be under threat of continuing damage as a result of the severe winter weather on the dates of January 24 through January 29, 2026; and

WHEREAS, certain groups of non-exempt employees performed work considered essential to the protection of District assets and ongoing operation of the District on the dates of January 24 through January 29, 2026; and

WHEREAS, the District has the authority to provide Premium Pay as defined in Policy DEA(LOCAL) to non-exempt employees during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board; and

WHEREAS, the District has always been and will remain committed to providing the best possible educational opportunities for its students while at the same time being good stewards of available public funds;

WHEREAS, the Board of Trustees of Eagle Mountain-Saginaw Independent School District is of the opinion and finds that the public purposes of equitable treatment of personnel, increasing employee morale and safety and reducing employee turnover would be served by payment of Premium Pay to certain employee groups; and

WHEREAS, the Board of Trustees is of the opinion and finds that it retains sufficient control over payment of employee compensation for the period of emergency disaster and throughout the 2025-2026 school year to ensure that such public purposes are accomplished; and

WHEREAS, the Board of Trustees is of the opinion and finds that it is in the best interests of the District and the District will receive a return benefit from such compensation of the District's employees;

NOW THEREFORE BE IT RESOLVED by the Board of Trustees of the Eagle Mountain-Saginaw Independent School District that Premium Pay as defined in Policy DEA(LOCAL) shall be provided to certain groups of non-exempt employees during the emergency disaster of severe winter weather for the period of January 24 through January 29, 2026; and

BE IT FURTHER RESOLVED that the Superintendent of School or his designee shall determine the group(s) of certain non-exempt employees and the timing and manner in which such compensation shall be paid.

PASSED and ADOPTED this 23 day of February, 2026

By: Mary Tolbert

Marilyn Tolbert, Ed.D., President, Board of Trustees

ATTEST:

By: J. Paige Ring

J. Paige Ring, Secretary, Board of Trustees