



EAGLE MOUNTAIN SAGINAW ISD

Fostering a Culture of Excellence

RESOLUTION

EAGLE MOUNTAIN-SAGINAW INDEPENDENT SCHOOL DISTRICT FOR THE PAYMENT OF EMPLOYEES 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, the District closed entirely January 26 through January 29, 2026, due to inclement weather and concern for the safety of staff and students; and

WHEREAS, the potential for additional inclement winter weather during the school year may create additional closings; and

WHEREAS, such closures prevented many contractual and non-contractual employees of the District from reporting to work on such days without any fault on the part of such employees and a potential exists for future closures that prevent the same inability to report to work during the 2025-2026 school year; and

WHEREAS, the District 2025-2026 instructional calendar, as approved by the Board, has sufficient contact minutes remaining to complete the instructional year; and

WHEREAS, the District will not reschedule the missed instructional days of January 26 through January 29, 2026; 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; and

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 employee compensation according to each employee’s normal work schedule and pay rate, to all contractual and non-contractual employees, including employees contracted under Texas Education Code, Section 21.002, who were prevented from working on any days for which schools were closed that will not be

rescheduled for the 2025-2026 school year or any days that school was in session but work schedules were truncated or cancelled; and

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

WHEREAS, the Board 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 all employees of the District who were prevented or who are prevented during the 2025-2026 school year from working on scheduled work days by reason of the closure of the District for inclement weather shall be paid compensation in accordance with each employee's normal pay rate for each such scheduled work day that will not be rescheduled on a makeup day during the 2025-2026 school year or any days that school was in session but work schedules were truncated or cancelled; including January 26 through January 29, 2026 and any subsequent days of the 2025-2026 school year so impacted by inclement weather; and

BE IT FURTHER RESOLVED that the Superintendent of School or his designee shall determine the timing and manner in which such compensation shall be paid.

PASSED and ADOPTED this 23 day of February 2026

By: Marilyn Tolbert

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

ATTEST:

By: J. Paige Ring

J. Paige Ring, Secretary, Board of Trustees