

**A RESOLUTION OF THE BOARD
CONCERNING PAYMENT OF NONEXEMPT EMPLOYEES WHO WERE IDLE DURING THE DAYS OF
CLOSURE RESULTING FROM THE BAD WEATHER DAYS IN JANUARY**

WHEREAS, the Texarkana Independent School District ("TISD" or the "District") closed operations due to inclement weather on January 26-29, 2026. TISD Board of Trustees 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 and those required to work during emergency closings;

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 up to regularly scheduled work hours per day, 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;

NOW BE IT THEREFORE RESOLVED that the Board of Trustees of Texarkana ISD authorizes continued wage payments to all employees, contractual and non-contractual, salaried and non-salaried up to regularly scheduled work hours per day, 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; and

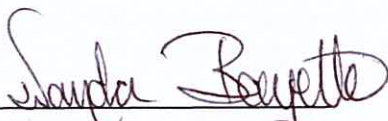
NOW BE IT THEREFORE FURTHER RESOLVED that nonexempt employees who are required to work during an emergency closing shall be paid at the premium rate of one and one half times their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law.

The authority granted by this resolution to continue wage payments to idled employees and to pay a premium rate to nonexempt employees who provide emergency-related services and are identified as Essential Employees for Basic Operations (EEOB) is effective for the duration of the closure. This Resolution shall remain in effect until rescinded by Board Action at a duly called Board Meeting.

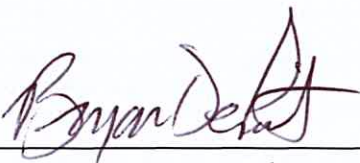
This Resolution read into the record of the regular meeting of the Board of Trustees of TISD on this date, February 23, 2026.

PASSED AND APPROVED ON THE 23rd DAY OF FEBRUARY, 2026.

ATTEST:



President, Wanda Boyette
Board of Trustees, TISD



Secretary, Bryan DePriest
Board of Trustees, TISD