

**RESOLUTION OF THE STAFFORD MUNICIPAL SCHOOL DISTRICT  
BOARD OF TRUSTEES**

**WHEREAS**, severe winter weather across the State of Texas, including Harris and Fort Bend Counties, resulted in the closure of all Stafford Municipal School District (“SMSD”) schools and facilities on Monday, January 26, 2026, for the safety of students and staff;

**WHEREAS**, SMSD closed its schools and facilities because it must act in the best interests of, and for the safety of, its students, staff, and community;

**WHEREAS**, through circumstances completely beyond their control, some SMSD employees were forced to miss work at SMSD;

**WHEREAS**, to financially penalize employees who are acting in the interests of public safety potentially will 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;

**WHEREAS**, it will be detrimental to the best interests of SMSD for SMSD to act in a way that may lead to unsafe conduct by its employees in a future natural disaster;

**WHEREAS**, there is a public purpose served and a benefit to SMSD to encourage prudent and safe behavior in a natural disaster so that employees have the best opportunity of protecting their safety and being able to resume their duties;

**WHEREAS**, the SMSD Board of Trustees (“Board”) finds that there is a public purpose served and a benefit to SMSD to demonstrate support of SMSD employees, enhance employee morale, and support the retention of employees;

**WHEREAS**, SMSD work schedules have been affected by these events;

**WHEREAS**, pursuant to SMSD Board Policy EB (Local), due to the severe winter weather, the Superintendent closed schools for reasons of public health and safety on Monday, January 26, 2026;

**WHEREAS**, pursuant to SMSD Board Policy DEA (Local), if the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure;

**WHEREAS**, given the circumstances, the Board wishes to authorize the Superintendent not to dock the pay of SMSD employees for workdays not made up on any revised calendar;

**WHEREAS**, the Board believes that a public purpose exists for forgiving or excusing the absences of these employees;

**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 who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public.


**NOW, THEREFORE, BE IT RESOLVED,**


1. All the above-referenced paragraphs are incorporated into and made a part of this resolution.
2. The Board finds that a public purpose and a benefit to SMSD exists to excuse and/or forgive any absences by SMSD employees created by the recent severe winter weather for the day of work not made up based on any revised school/work schedule determined by the Superintendent and that payment for such day is necessary in the conduct of SMSD.
3. The Board hereby authorizes the Superintendent to pay all employees full compensation for the day missed due to the severe winter weather and that is not made up on any revised school calendar.
4. The Board hereby ratifies and approves, to the extent permitted by law, all actions taken by the Superintendent in the exercise of his discretion to close schools for reasons of public health and safety on Monday, January 26, 2026, through the effective date of this resolution.
5. The Board hereby ratifies and approves, to the extent permitted by law, all actions taken by the Superintendent in the exercise of his discretion to protect and preserve the public property and assets of SMSD, and for the safety and welfare of the employees, students, parents, taxpayers, and other citizens of SMSD, to the extent necessary as a result of the aforementioned natural disaster, through the effective date of this resolution.

Passed at a duly called and posting meeting of the SMSD Board of Trustees on the 17th day of February 2026. This Resolution may be executed electronically and in counterparts.

By:   
Ash Hamirani  
President, Board of Trustees  
Stafford Municipal School District

Attest:

  
Patricia Soza-Montelongo  
Secretary, Board of Trustees  
Stafford Municipal School District

  
Jacqueline Jean-Baptiste  
Vice President