

RESOLUTION OF THE BOARD OF TRUSTEES OF THE CARROLLTON-FAMERS BRANCH INDEPENDENT SCHOOL DISTRICT

PAYMENT OF EMPLOYEES DURING EMERGENCY CLOSURE

WHEREAS, hazardous weather conditions resulted in the closure of Carrollton-Farmers Branch Independent School District ("CFBISD") schools and operations on **January 26, 27, 28, and 29, 2026**, in order to protect the health and safety of students, staff, and the community; and

WHEREAS, the closures occurred during a **declared state of emergency for Dallas County** issued by **Governor Abbott**, pursuant to the Texas Disaster Act of 1975; and

WHEREAS, due to circumstances beyond their control, CFBISD employees were unable to work part or all of their regular duty schedules on those dates as a result of the emergency closures; and

WHEREAS, **Board Policy DEA (Local)** authorizes the District to compensate employees during emergency closures as permitted by law and Board action; and

WHEREAS, the Board of Trustees determines that a **public-school purpose** exists for excusing employee absences on days when employees are unable to work due to the emergency closure of District facilities or operations; and

WHEREAS, the public purpose for payment of employees for the missed workdays 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 Carrollton-Farmers Branch Independent School District that:

1. Compensation Authorization

Employees shall be compensated for their **regular duty schedule** for the emergency closure days of **January 26, 27, 28, and 29, 2026**, except for employees who:

- Were required to work on those dates and are compensated separately in accordance with Board policy and applicable law;
- Were already scheduled to be off; or
- Were absent for reasons unrelated to the emergency closures.

Employees who were on approved leave or who had previously entered scheduled leave for these dates shall not have those leave days reinstated.

2. Implementation Authority

The Superintendent or designee is authorized to take all actions necessary to implement

this resolution in accordance with **DEA (Local)**, applicable law, and payroll requirements.

3. Board Determinations

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.

ADOPTED by majority vote of the members of the Board of Trustees of the Carrollton-Farmers Branch Independent School District present and voting at an open meeting held on the 5 day of February, 2026, at which a quorum was present.

By: C Hatfield

Cassandra Hatfield
President, Board of Trustees

Attest: Ileana Garza-Rojas

Ileana Garza-Rojas
Secretary, Board of Trustees