

**RESOLUTION TO COMPENSATE EMPLOYEES
FOR SCHOOL CLOSURE DUE TO WINTER WEATHER**

WHEREAS, Weimar ISD, in response to severe winter weather which negatively impacted roads and travel due to freezing temperatures and precipitation, closed all schools on Monday, January 26th.

WHEREAS, Weimar ISD Policy DEA (LOCAL) allows for all regular employees to be paid for their regular duty schedule if the Board adopts a resolution or takes other action establishing such a purpose and parameters for payments;

WHEREAS, Weimar ISD will meet the minimum 75,600 instructional minutes for students;

WHEREAS, Weimar ISD had an additional 1220 instructional minutes to allow for potential bad weather closure days without utilizing the scheduled "bad weather makeup days" in the instructional calendar;

WHEREAS, after two (2) bad weather closures, the Texas Education Agency allows for waivers for any additional bad weather closures experienced by a district for the remainder of the year;

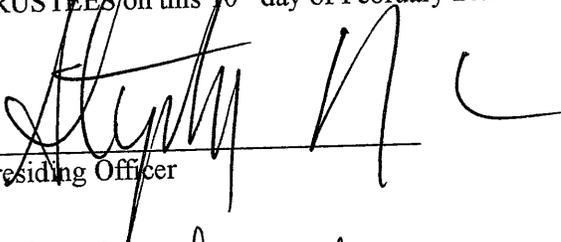
WHEREAS, Weimar ISD believes there is a public purpose for paying employees for missed work days that will not be made up in instructional days and will maintain sufficient control over the expenditures to ensure the public purpose is accomplished;

WHEREAS, the public purposes to be served by paying employees for work days missed and not made up because of the school closure include the equitable treatment of all employees which provides for enhanced employee morale, a reduction in turnover, a reduction in unemployment claim exposure, encouraging the safety of all employees and their children, and fair treatment of employees who could not work or make up the time due to the District's cancellation of the school days and current contract constraints.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES THAT:

1. Weimar ISD shall pay all employees who were unable to work due to the decision to close the schools on January 26th, 2025, and those employees will not work to make up those service days.
2. Weimar ISD shall award all non-exempt employees for the hours they would have worked due to the decision to close the schools for winter weather.
3. The administration should pursue and is authorized to submit any and all waivers with TEA for missed instructional minutes and/or change to teacher service days, including waivers for bad weather and lower attendance waivers.
3. 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) finds the District will receive a return benefit.

PASSED AND APPROVED BY A MAJORITY OF THE MEMBERS OF THE BOARD OF TRUSTEES on this 10th day of February 2026.



Presiding Officer



Attestation