

FLOUR BLUFF INDEPENDENT SCHOOL DISTRICT

Board of Trustees
February 26, 2026

DELAYED SCHOOL RESOLUTION

WHEREAS, the recent inclement weather caused a delayed start of all schools and facilities in the Flour Bluff Independent School District ("Flour Bluff ISD"), due to concerns about utilities, electrical power, water and about the safety of students and staff and the community as a whole with traveling under the weather conditions; and

WHEREAS the Board acknowledges that during an emergency closing/delay, some District employees, through circumstances completely beyond their control, were instructed not to report for work. The Board concludes that a need existed to address wage payments for non-exempt employees who were idled due to the inclement weather and wishes the decision to pay these employees their regular paycheck;

WHEREAS employees who were instructed not to report to work may suffer a loss of pay unless the workdays and hours are made up at a later date. The Board concludes that continuing wage payments to all employees, contractual and noncontractual, salaried and non-salaried during the emergency closing/delay caused by the inclement weather served the public purposes of maintaining morale, community safety, reducing turnover, and ensuring continuity of District staffing.

WHEREAS as to nonexempt employees who are called on to work during an emergency closing/delay, the Board further concludes that payment of these employees at a premium rate, as provided at DEA(LOCAL), serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff.

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Flour Bluff Independent School District authorizes continued wage payments to all employees, contractual and noncontractual, salaried and non-salaried, who were instructed not to report to work during the emergency closing

BE IT FURTHER RESOLVED that the Board determines that the missed days and hours due to the weather related closure/delay will not be made up and hereby ratifies the decision of the Superintendent of Flour Bluff ISD to excuse the day(s)/hours of absence of Flour Bluff ISD employees and pay all employees full compensation for those days and for non-exempt employees, hours, for those employees instructed not to report to work.

BE IT FURTHER RESOLVED that nonexempt employees who were required to work during the emergency closing/delay shall be paid at the premium rate described at DEA(LOCAL), i.e 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 the same week shall be calculated and paid

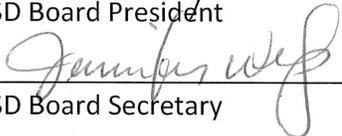
according to law.

The authority granted by this resolution to continue wage payments to idled hourly at non-exempt employees is effective for the delayed start of January 26, 2026 and unless the Board takes action to authorize payment for a longer duration.

Adopted this 26th day of February, 2026, by the Board of Trustees.



FBISD Board President



FBISD Board Secretary