

RESOLUTION OF THE BOARD OF TRUSTEES OF THE MABANK INDEPENDENT SCHOOL DISTRICT  
AUTHORIZING ADMINISTRATIVE RESPONSE TO WINTER WEATHER EMERGENCY

WHEREAS, the Mabank Independent School District seeks to maintain a corps of dedicated and caring employees; and

WHEREAS, the District wishes to provide the greatest amount of stability for students and staff while continuing to ensure their safety; and

WHEREAS, Texas Education Code (TEC) Section 25.081 authorizes the Commissioner of Education to approve requests for a variance in total instructional minutes if the District is closed for disasters, floods, or extreme weather conditions or other emergencies that force the closing of schools; and

WHEREAS, TEC Section 42.005 authorizes the Commissioner of Education to adjust the average daily attendance of a district if the district is closed for disasters, floods, extreme weather conditions or other emergencies that have a significant effect on the district's attendance; and

WHEREAS, the Commissioner of Education has stated that TEC Section 21.401(c) represents a legislative determination that a public purpose exists to continue educators' salaries during times of emergencies; and

WHEREAS, the Commissioner of Education has stated that he will approve requests under TEC Section 21.401(c) for a variance in total days of educator service if districts make such a request commensurate with the number of days the District is closed for emergencies; and

WHEREAS, all district employees—contractual and at-will—contribute to the achievement of the educational mission of Mabank ISD; and

WHEREAS, paying at-will employees for emergency school closure days will enhance morale, reduce employee turnover, and reduce District exposure to unemployment claims; now therefore

**BE IT RESOLVED:**

1. That at-will employees not on unpaid leave be paid at their prevailing daily wage for any day's school was closed for the winter weather emergency.
2. That at-will employees who were unable to work on January 26<sup>th</sup>, 27<sup>th</sup>, and 28<sup>th</sup>, 2026 when schools were closed for inclement weather be paid.

Passed by a vote of 7 to 0 on February 23, 2026



Todd Grimes President, Board of Trustees



Robby Teague Secretary, Board of Trustees

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