

# RESOLUTION

**WHEREAS** inclement weather conditions, specifically a winter freeze, resulted in the decision to close all schools and facilities in the Houston Independent School District ("HISD" or "district") on January 26, 2026; and

**WHEREAS** HISD salaried employees who were unable to report to duty, including teachers, school-based administrators, and central office staff will be paid as normal without having to work a make-up day; and

**WHEREAS** HISD scheduled hourly employees who are paid for hours actually worked will not have the opportunity to work a make-up day to compensate for the day that the district was closed on January 26, 2026; and

**WHEREAS** the HISD 2025–2026 calendar and related duty schedules have been affected for some employees by these events; and

**WHEREAS** the HISD School Board ("Board") believes it is in the best interests of HISD for the remainder of the 2025–2026 12-month calendar and duty schedule to remain in effect as designated by the administration and originally adopted by the Board; and

**WHEREAS** the Board has determined that the day missed due to a districtwide closure should not be made up by impacted HISD employees, and that payment should be made to employees in accordance with CKC8(REGULATION); and

**WHEREAS** this resolution is not meant to excuse the failure to report to duty on January 26, 2026, 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 by the Board that:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution; and

2. The Board determines that the workday missed on January 26, 2026, by district employees due to a districtwide closure resulting from the winter freeze need not be made up by impacted HISD employees; and

3. The Board finds that a public purpose and a benefit to HISD, and therefore a public benefit, exists to excuse and/or forgive the absence of district employees due the confluence of unprecedented weather- and weather-related conditions, and that payment for such days is necessary for both salaried and scheduled hourly employees, in the operation of the public schools as provided by Texas Education Code §45.105; and

4. The Board hereby authorizes the Superintendent of Schools to pay employees for the day of absence and work location closure necessitated by the winter freeze; and

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, as a result of a winter freeze, through the effective date of this Resolution.

Approved this \_\_\_\_\_ day of

2026.

By: \_\_\_\_\_

Ric Campo  
HISD Board President

Attest:

By: \_\_\_\_\_

Paula Mendoza  
HISD Board Secretary