

BOARD RESOLUTION AUTHORIZING EMPLOYEE PAY
Winfree Academy Charter Schools

WHEREAS, inclement weather and hazardous road conditions resulted in the full closure of ALL CAMPUSES January 26, 2026, through January 29, 2026; both in the best interest of, and for the safety of, the school's students; and

WHEREAS, in many cases Winfree Academy Charter School employees were forced to evacuate the area or take other means to ensure the safety of their families; and

WHEREAS, through circumstances completely beyond their control, school staff were forced to miss work due to circumstances related to the inclement weather and hazardous road conditions; and

WHEREAS, to financially penalize employees who missed work due to the inclement weather and hazardous road conditions will be harmful to the best interests of the school's students and staff; and

WHEREAS, there is a public purpose served and a benefit to Winfree Academy Charter Schools to encourage prudent and safe behavior during the inclement weather and hazardous road conditions so that employees have the best opportunity of protecting their safety and being able to resume their duties; and

WHEREAS, there is a public purpose served and a benefit to Winfree Academy Charter Schools to demonstrate support of its employees, enhance employee morale and support of the retention of employees; and

WHEREAS, the Board of Directors has determined that days/minutes missed on January 26, 2026, through January 29, 2026 due to the inclement weather and hazardous road conditions will not be made up by Winfree Academy Charter School employees through performance of job duties and responsibilities; and

WHEREAS, the Board believes that a public purpose exists for forgiving or excusing the absences of employees on January 26, 2026, through January 29, 2026, due to the inclement weather and hazardous road conditions; and

WHEREAS, this resolution is not meant to excuse the failure to report to duty on those days by any employees who were directed by the administration to do so or who were required by employment agreement or job description to report for duty;

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

- (1) The foregoing recitals are hereby found to be true and correct and are adopted and incorporated herein by reference as findings of fact; and

- (2) The Board determines that minutes/days missed on January 26, 2026, through January 29, 2026, due to the inclement weather and hazardous road conditions will not be made up by Winfree Academy Charter School employees through performance of duties; and
- (3) The Board finds that a public purpose and benefit to Winfree Academy Charter School exists to excuse and/or forgive the absences by Winfree Academy Charter School employees due to school closures during the inclement weather and hazardous road conditions, and that payments for such days are necessary in the conduct of Winfree Academy Charter School as provided by Texas Education Code § 45.105(c); and
- (4) The Board hereby authorizes the Superintendent to excuse the days of absence of Winfree Academy Charter School employees for school closures caused by the inclement weather and hazardous road conditions, and pay employees their expected compensation for those days according to their anticipated work schedules on January 26, 2026, through January 29, 2026.

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS OF Winfree Academy Charter School ON THE 25th DAY OF FEBRUARY 2026.

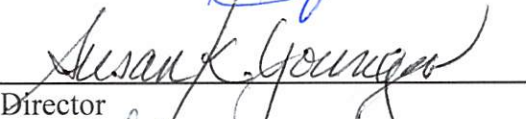
Members Voting in Favor:

Director



Director

Director



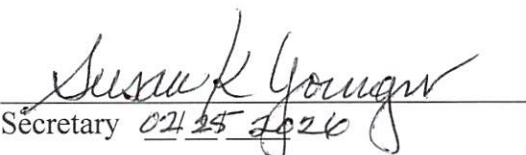
Director

Director



Director

The undersigned, being the Secretary of the Corporation, hereby certifies that the foregoing represents a true copy of a Resolution of the Directors of the Corporation, duly held on February 25, 2026, which Resolution is in full force and effect and has not been revoked or amended.


Secretary 02 25 2026