

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
LOHN INDEPENDENT SCHOOL DISTRICT REGARDING EMPLOYEE PAY DURING
WEATHER EMERGENCY**

WHEREAS, inclement weather conditions across Texas resulted in freezing temperatures, sleet, and ice on January 26, 2026, through January 27, 2026; and

WHEREAS, freezing temperatures in McCulloch County, Texas and surrounding areas resulted in loss of power, water and other basic necessities, necessitating school closures; and

WHEREAS, while schools remained closed, some employees of the District continued to work to protect District property and preserve District operations, while others were without work although they were ready, willing and able to return to work; and

WHEREAS, the Board finds that there is a public purpose served, and a benefit to Lohn ISD, for the District to: (1) demonstrate support of its hourly employees, (2) enhance hourly employee morale, (3) support the retention of hourly employees, by paying hourly employees for the days that Lohn ISD was closed during the weather emergency, and (4) authorize extra duty pay for employees who worked during the weather emergency to protect and preserve property of the District:

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Lohn Independent School District as follows:

1. All the above-referenced recitals are incorporated into and made a part of this Resolution.
2. There is a public purpose served, and a benefit to Lohn ISD for the District to authorize the Superintendent of Schools to compensate school district employees who remained ready, willing, and able to work on January 26, 2026, through January 27, 2026, but who were prohibited from working due to emergency weather closures.
3. The Board authorizes the Superintendent of Schools to compensate hourly employees for hours missed on January 26, 2026, through January 27, 2026. This authority applies retroactively to include the February pay period(s)
4. The Board further finds that a public purpose and a benefit to the Lohn ISD exist to provide extra duty compensation to District employees who assisted with efforts to recover and restore regular district operations during and in the aftermath of the inclement weather occurring during the dates January 26, 2026, through January 27, 2026 and that such compensation shall be made in accordance with CKC (LEGAL) and (LOCAL). This authority applies retroactively to include the February pay period(s).

PASSED, ADOPTED, and APPROVED on the 11th day of February, 2026, by the Board of Trustees of Lohn Independent School District by the following vote:

Trustee	For	Against	Abstain	Absent
Robert Swenson	✓			
Bobby Pearce	✓			
Julie Walker Popp	✓			
Stephanie Nelson	✓			
Brad Ellis	✓			
Melissa Nuncio				✓
Doug Hemphill	✓			

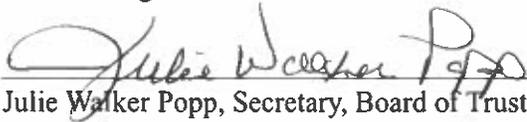
LOHN INDEPENDENT SCHOOL DISTRICT

By:



Robert Swenson, President, Board of Trustees

Acknowledged:



Julie Walker Popp, Secretary, Board of Trustees