

ADMINISTRATIVE POLICY

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LEAVE DUE TO INCLEMENT WEATHER AND OTHER EMERGENCIES

For the purpose of this policy, “school” refers to school locations. “District” refers to all CMCSS personnel, with the exception of Mission Essential Employees. This is policy, not guidance.

Mission Essential Employees

Mission essential employees are those who are determined by the Senior Leadership Team (SLT) as being critical to the response and correction of effects or damages from a natural disaster, inclement weather event, or system failure that results in school or district closure. Any CMCSS employee may be deemed mission essential. All mission essential employees shall follow the directions of their respective supervisor or department procedures, if applicable.

Classified Employees (less than 12 month calendar)

If school is closed due to inclement weather or other emergencies, classified staff (less than 12 month calendar) do not report to work.

An employee’s absence on a regularly scheduled work day resulting from the above stated reason will be handled in the following manner:

- Employee requests use of accrued compensatory time or accrued personal leave; or
- Employee requests leave without pay; or
- If an employee had pre-approved sick leave, it may be applied.
- If the Director of Schools announces the entire district is closed (to include Central Office, Central Services South, etc.) employees will receive pay for a scheduled work day indicated on their work calendar.

If school opens late, employees are expected to arrive at their normal work time, if the roads permit safe travel, or at least 1 hour before students arrive. Employees will be paid for the hours that they work on regularly scheduled days when opening is delayed. If the entire district is closed for the day, employees will be paid for their regularly scheduled hours for that day.

If school is released early, employees will be paid for their regularly scheduled hours for that day. If an employee is a member of a “snow-team,” they will receive pay for their regularly scheduled day, plus compensatory time equal to the time spent as part of the “snow-team.” If an employee is on pre-approved leave, their leave will be adjusted to reflect only the hours that school was open. An employee is required to request this adjustment through their Supervisor prior to the pay period being approved and submitted to payroll.

If instructional days are added to the calendar for students, employees will be required to work those days beyond their calendar.

Classified Employees (12 month calendar)

Unless the Director of Schools or his/her designee announces the entire district is closed, personnel employed on a twelve (12) month basis, traveling to and from work in snow, other inclement weather, or other emergencies, must make a personal decision as to safety and feasibility in regards to travel and reporting to work.

An employee's absence resulting from the above stated reason will be handled in the following manner:

- Absence is charged against the employee's annual vacation, personal, or compensatory time; or
- Absence is charged as leave without pay.

There are multiple scenarios under which schools, buildings or the entire district will close. For example, students being released early and schools closing before normal dismissal time would not necessitate a 12 month employee leaving their work location before the completion of their normal workday. If the entire school district is closed, employees will receive official notification from their Principal or a designated supervisor indicating this has occurred.

If the district closes for the day, employees will receive pay for regularly scheduled day. If the entire school district closes early, employees will be paid for their regularly scheduled hours for that day, if they reported to work on time. If an employee reports to work late and the district closure announcement is made, they will be compensated for the remainder of the regularly scheduled work day. If personnel are required to work after the entire district closure is announced, they will receive pay for their regularly scheduled day, plus compensatory time equal to the time they are required to work beyond the closure announcement. If an employee is on pre-approved leave and the entire district is closed, their leave will be adjusted to reflect only the hours the district was open.

An employee is required to request this adjustment through their Supervisor prior to the pay period being approved and submitted to payroll.

In the event school is canceled for the day, the Managers of the Operation Department will supervise and direct all custodial work with a focus on preparing the district to open safely.

Teachers & School Administrators

If school is delayed, employees will be expected to arrive at their normal work time if the road conditions permit safe travel. Teachers and School Administrators will not be charged leave when school is closed for inclement weather or other emergencies. The first three days missed will not be made up by teachers or school administrators. Days beyond the third day will be made up pursuant to a plan approved by the Director of Schools.

Teachers and School Administrators will not be charged for pre-approved leave on days school has been closed. If school closes early, leave will be adjusted accordingly.

Substitute Teachers and Substitute Educational Assistants

Substitute Teachers and Substitute Educational Assistants will follow the same schedule modifications as students on inclement weather days. If schools are closed due to weather, Substitutes will not report and the Substitute Program Team will remove them from the absence tracking system.

When student arrival is delayed, Substitute start time will shift based on the amount of time the school day is delayed. This will apply to full day and half day A.M. arrivals. Substitutes fulfilling half day P.M. assignments will arrive at their regularly scheduled arrival time. If an early dismissal is necessary, Substitutes will remain until all students are dismissed, and will leave once students have left. Actual arrival and departure times are to be logged in the VeriTime timekeeping system.

If school is delayed by two or more hours, Pre-K will be cancelled for the day; therefore, Substitutes are not needed on those days.

Administrators (12 month)

Unless the Director of Schools or his/her designee announces that Central Office and other CMCSS departments are closed, Administrators employed on a twelve (12) month basis, traveling to and from work in snow, other inclement weather, or other emergencies, must make a personal decision as to safety and feasibility in regards to travel and reporting to work.

If an Administrator does not report to work but the building is open:

- Absence is charged against the employee’s annual vacation or personal leave; or
- Absence is charged as leave without pay.

Administrators will not be charged leave when the entire district is closed for inclement weather or other emergencies. If an Administrator is on pre-approved leave and the district closes early, leave will be adjusted accordingly.

Implementing Procedures: [PAY-P001](#) Hourly Employee Payroll
[PAY-P003](#) Salaried Employee Payroll
[PAY-P007](#) Overtime/Compensatory Pay

Revision History:

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
4/26/05		Initial Release
3/11/09	A	Add comp time to 1. and remove form reference and add Kronos
12/3/12	B	Complete review and revision to Policy.
2/4/13	C	4 th paragraph - Adjustments must be submitted prior to pay period being approved and submitted to payroll; Revision to paragraph referencing entire school closure for 12 month Employees; Teachers & School Admin – 1 st sentence change to “if the safety of the roads permits travel.”
1/13/14	D	Addition of statement “if the safety of the roads permits travel” to the section Classified Employees (less than 12 month calendar)
12/2/14	E	Slight wording changes under Teachers & School Administrators section; Added Substitute Teachers and Substitute Educational Assistants section
6/8/15	F	Added section on Mission Essential Employees. Defined “school” vs. “District”.
1/16/17	G	Added clarification pertaining to pay and leave when the entire district is closed.
8/7/17	H	Classified employees less than 12 months – replaced “pay for a regularly scheduled day” with “pay for a scheduled work day indicated on their work calendar”.
11/7/17	I	Added statement regarding custodial work when school is cancelled.

***** End of Policy *****