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5 **Article 7 - Emergency Closure**
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7 **A. Emergency or Inclement Weather Closure**
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9 The District will notify employees when schools are to be closed for emergencies or
10 inclement weather. Announcement of school closures over local radio and television
11 stations, the District web site or phone calls to the employee shall constitute adequate notice.
12 When a decision has been made by the District to close school because of inclement weather, this
13 will be a paid workday. There will be no loss of leave due to an emergency closure. Should the
14 district decide to make up such lost days, employees will work without any additional pay
15 (if they were not required to work on the closure day). employees will normally not be required
16 to report for work. Should the District decide to make up such lost days, employees will work
17 those additional days and will be paid as regular work days. If the employee has emergency days
18 available, they can be used towards inclement weather closure.
19

20 ~~Employees using emergency leave because of inclement weather school closure shall have~~
21 ~~available up to one additional emergency day per school year, should it become necessary, using~~
22 ~~the emergency criteria listed above in 5. D. 1. a-e, and if the need for an additional emergency~~
23 ~~day arises after inclement weather closures. Emergency days used prior to inclement weather~~
24 ~~closures shall not be replaced nor considered when determining if an extra day is available.~~
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26 2. In the event an employee is required to report to work on a closure day due to inclement weather,
27 the employee shall receive his/her hourly rate for the hours worked in addition to his/her regular
28 daily wage.
29

30 3. If employees are sent home early due to inclement weather, they will receive their regular daily
31 wages.
32

33 ~~4. For non-essential employees, the following may be used to account for an inclement weather day~~
34 ~~(limited to three days):~~
35

- 36 a. ~~Emergency days~~
- 37 b. ~~Vacation days~~
- 38 c. ~~Unpaid days~~
- 39 d. ~~Make up days (paid when worked)~~

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41 ~~45.~~ Essential Employees
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43 When a decision has been made by the District to cancel or close school because of dangerous
44 travel conditions due to inclement weather, only essential employees shall be required to report
45 for work or remain at work. Employees who are designated by the Superintendent as essential
46 will be defined in writing prior to the first day of the school year. Essential Employees required to
47 report for work on a closure day due to inclement weather shall receive his/her hourly rate for the
48 hours worked in addition to his/her regular daily wage.
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1 Essential employees not able to attend work because of weather-related causes shall fall under the
2 same terms as non-essential employees (section A.4.).
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4 **B. Late Opening**
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- 6 1. On an emergency or inclement weather “late opening” the District will attempt to notify
7 employees if there is an adjustment in starting hours.
8
- 9 2. In the event of a “late opening” all employees will receive their regular daily wages.
10
- 11 3. Employees may be expected to report at their regular reporting time and work their regular shift
12 without additional compensation, when their regular reporting time occurs on or after the late
13 opening.
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