

COVERAGE OF SCHOOLS DUE TO WEATHER AND/OR EMERGENCY

Summary of Changes

Summary of Changes for New Inclement Weather Policy

October 2014

- “Liberal Leave” has been created to allow employees to use personal leave when the Division is operating, but they feel they are unable to work.
- To take into account the safety of employees and visitors at all locations in this large County, a new independent distinction for “12-Month Staff” was created; Division will no longer follow COB reporting procedures.
- Clarifying that staff whose schedules have been impacted by closings, early releases, or delays, will not be docked pay or charged leave when they are not required to report. With the exception of defined essential personnel, employees who are required to work will not receive additional compensation as it is an expectation of that position. Employees whose schedules are not impacted by the closing, early release, or delay will not receive additional compensation.
- The Division would be absorbing the cost of paying for self-sustaining department absences instead of charging employees leave or LWOP as in the previous (current) policy. Assuming the School Board wants these funds to be prepared to pay for these potential costs, it may be necessary to raise fees/lunch prices to generate sufficient fund balances. However, with the new initial 5 make-up days built into the Division calendar, this reduces the cost to the Division for paying employees when not working. Only every-other-day thereafter is not made up and a salary expense to the Division.
- Clarifies double pay for essential personnel compared to 2.5x pay. These staff get the inclement weather leave other staff receive plus regular pay for time worked.
- The Matrixes were expanded to clarify additional scenarios and groups of employees.
- States that the School Board may modify these procedures and compensation practices at any time. In the event of extreme weather conditions, the Board may decide that employees will not receive full compensation when time is missed due to Division decisions.

- With the majority of 10-month employees having student-centric positions, most employees were not making up missed hours or days due to lack of work. The new policy addresses the inequity with 10/11 month clerical staff. Now 10 and 11-month staff will not be docked leave or required to make up hours for partial days because they potentially have work available.

- Employee positive changes:
 - More flexibility to make safer closing decisions for the Division when not reliant on COB decisions.
 - Allows more choice for employees to exercise liberal leave. This may allow the Division to continue to operate with limited staff instead of closing.
 - Doesn't harm employees' pay or leave for Division decisions outside of their control. This should improve morale.

- Areas of potential employee concern:
 - Essential personnel are only staff getting double pay while others like Child Nutrition or EDEP may be required to work at regular rate only.
 - Some employees like Child Nutrition or EDEP may be required to work due to necessity while other staff are being paid and not working.
 - Employees who aren't scheduled to work on a snow day may feel entitled to extra pay/leave since others got paid when not working. (Policy has stated it is for safety purposes and not a benefit).

- Areas of potential community concern:
 - Potential for more school/department closings/delays with the separation from COB decisions. School departments in COB may be closed while LG departments are open.
 - Employees receiving pay when not working. This issue has actually been improved with the new calendar and the make-up days built in up front.
 - Potential for lack of communications about closings if all Yancey 12-month staff exercises liberal leave while Hollymead stays open for example.

Policy Revisions in Tracking Mode



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Weather Ver 2.docx

Funding Implications

Impacted daily change for self-sustaining programs is listed below:

Row Labels	Sum of Daily Cost
63000 - Food Services	\$10,437.29
63300 - EDEP	\$6,583.61
Grand Total	\$17,020.89