

432 School Closure Compensation

I. Purpose

The purpose of this policy is to define when employees are paid or not paid for student contact days due to school closure.

II. General Statement of Policy

A. In the event there is a school closure on a scheduled student contact day due to a natural or unforeseen act (i.e. snowstorm, mechanical system failure) NSCS recognizes its employees' preparation and scheduled attendance obligation by compensating each employee for his regular daily rate.

B. In the event that an employee is required to report to work on an additional calendar day by the school board or designee to make up lost instructional or non-instructional time due to a school closure, the employee will be expected to report to work as required and will receive no additional compensation. If an employee was not regularly scheduled to work on a school closure day, but is required to be at work on a day that is considered a make-up day, then the employee will be paid at his regular daily rate of pay.

C. If the state issues an executive order closing school buildings or moving schools to distance learning, staff compensation will be aligned with the state executive order.