



School Closing Guidelines for Staff

Tuesday, January 10, 2017

School Closed for Students / Planning/Staff Development Day for Staff

Make Up Day for Students and Staff: Monday, January 23, 2017

All payroll guidance is based on the following:

Hourly paid staff are protected under FLSA (fair labor standards act). Time missed from work can be made up or leave must be taken to be paid.

Monthly paid staff are exempt from FLSA. Exempt staff are responsible for completing their job responsibilities and accounting for their day.

10, 11 or 12 Month Exempt	Hourly / Bi-Weekly
Staff who are paid a monthly salary once per month.	Staff who are paid hourly on the bi-weekly schedule.
Administrators, Managers, Principals, Assistant Principals, Directors, 10, 11 and 12 Month Certified Staff	Instructional Support-Noncertified (Teacher Assistant, Behavioral Management Technician, EC Job Coach), Child Nutrition, Bus Driver, Clerical, Custodial, Office Staff, Treasurers, Facilities and Operations, Transportation, Mechanics, Support Staff
<p>What do I do when? School is closed for students; swapped planning/staff development day?</p>	
<p>School is closed for students. Principals will coordinate buildings being open for the following options:</p> <p>Option 1: Staff who feel safe, may report to work when conditions allow.</p> <p>Option 2: take a leave day (annual, flex/comp, sick if you are sick).</p> <p>Leave must be recorded in AESOP (prior to school cut-off time) or TimeKeeper exceptions submitted. Payroll will NOT automatically deduct the leave.</p>	<p>School is closed for students. Principals will coordinate buildings being open for the following options:</p> <p>Bus and CNP may elect Option 2 or Option 4 only.</p> <p>Option 1: Staff who feel safe, may report to work when conditions allow.</p> <p>Option 2: take a leave day (annual, sick if you are sick).</p> <p>Option 3: make up time within the pay period under principal or supervisor approval.</p> <p>Option 4: take reduced pay for hours not worked.</p> <p>Hours for the pay period should not exceed total pay for the 2 week pay period. Hours needed should be coordinated with treasurers.</p> <p>Leave must be recorded in AESOP (prior to school cut-off time) or TimeKeeper exceptions submitted. Payroll will NOT automatically deduct the leave.</p>

Safety First! Be sure conditions are safe before attempting to travel!