

**SALARY PROVISIONS FOR STAFF WHO ARE ABSENT DUE TO
INCLEMENT WEATHER**

The Board recognizes that inclement weather can create hazardous travelling conditions for staff who live outside their community of employment, and that some staff may be absent in the event of storms.

The Board therefore establishes that the following shall be policy in the event of storms.

- a) In the event that extreme weather results in one or more schools being closed for students and staff, then the staff of those schools receive regular pay. Custodians who are required to be on duty in this event shall be given time in compensation in consultation with the Secretary-Treasurer.
- b) In the event that one or more buses do not make their regular run, the drivers will be paid, and be required to assist with telephone contact with parents.
- c) In the event that staff are absent due to inclement weather while schools remain open:
 - i) Teaching staff shall be deducted substitute teacher rates for the time they are absent or shall be allowed to use a personal leave day without deduction if it is within the limitations of collective agreement article 12.03.
 - ii) Non-teaching staff (other than bus drivers) shall receive one half of regular salary for any time they are absent.
 - iii) All employees that are absent from duties due to closure of highways by the RCMP or the Department of Highways, shall not be subject to deduction of salary or substitute costs provided all highways are closed to the employee's assigned school. Employees not able to make it to their own school due to closed highways and who are living in or close to a community where the Division has a place of employment are encouraged to attend that workplace to help that school's staff supervise students.

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