

On a day that employees have the option to report for a workday but pupils are not required to attend school due to inclement weather, employees have the following options:

1. report to work;
2. take accumulated annual (vacation) leave;
3. take accumulated personal leave, if available (teachers only);
4. take leave without pay;
5. use compensatory leave already accumulated; or
6. make up the time missed.

If an employee elects to make up time, it must be at a mutually agreed upon time between the employee and the immediate supervisor. For 10-month employees, it must be within the regular 10-month employment.

When the school system is closed to staff and students due to inclement weather, the Edgecombe County Board of Education (the “Board”) will consider options for addressing the missed days, giving the greatest weight to how to best maintain the opportunity and environment for student learning. On a day that school is closed to employees and students due to inclement weather, an employee shall work on the scheduled makeup day. An employee who fails to attend scheduled workdays or who has not worked the number of days for which the employee has been paid and who resigns or is dismissed must repay any salary payments received for days not yet worked.

If the day is not made up or an annual leave or personal leave day is not substituted, the teacher will be considered absent without pay.

Legal References: G.S. 115C-84.2, -302.1

Cross References: Emergency Closing (policy 5050)

Adopted: June 8, 2015

Replaces: Policy 5906, Absences Due To Inclement Weather