

Contract	Language
Food Service	Up to five (5) non-accumulative days per year shall be paid, provided lunch is scheduled to be served, when the individual school to which an employee of this bargaining unit is assigned is closed due to snow or emergency. Up to an additional three (3) non-accumulative sick days can be used per year, provided lunch is scheduled to be served when the individual school to which an employee of this bargaining unit is assigned is closed due to snow or emergency. These days will be deducted from employee's accumulated sick leave.
Clerical	When schools are closed because of inclement weather, clerical employees shall not report to work and will be compensated for no more than 2 work days per school year. If an e-learning day is called, clerical employees will be allowed to work remotely. Additional inclement weather days closing, in the same school year, will be compensated through deduction from the employee's sick leave balance, vacation balance, or leave without pay at the employee's choice. Employees also have the option of reporting to work or working remotely if approved by their supervisor. When schools are delayed by two (2) hours because of inclement weather, clerical employees may report up to two (2) hours later than their regularly scheduled reporting time and will be compensated at their regular rate of pay for those two (2) hours. If individual schools/sites are closed because of an emergency, then clerical employees in the schools/sites closed shall be allowed to stay home and be paid.
Paraprofessionals	When a school or schools are closed by order of the Superintendent or their designee because of snow or other emergency, the paraprofessionals assigned to the building or buildings shall be compensated for the first two days with no deduction from the employee's sick leave balance. For days three through seven, e-learning will be utilized. Any additional days beyond seven will be deducted from the employee's sick leave balance at the employee's choice or the employee can choose to take leave without pay. When a school or schools start two (2) hours late by order of the Superintendent or their designee because of snow or other emergency, the paraprofessionals assigned to the building or buildings shall be compensated for two (2) hours. Such hours will be deducted from the employee's sick leave balance at the employee's choice or employee can choose to take leave without pay.
NCBAA	<p>When the Administration building is closed due to inclement weather or emergencies, non-essential employees shall not report to work and shall be paid for the day. Employees who are required to report to work onsite as determined by departmental protocols, shall receive equivalent time off to be taken at an alternate time.</p> <p>Employees who are unable to perform the essential functions of their position offsite and are required to report to work when the Administration building is closed or delayed due to inclement weather or emergency closure shall be granted the equivalent time off to be taken at an alternative time consistent with Article 3.7.2 Flexible time and with consideration of the needs of the department.</p> <p>When schools are closed and the Administration building remains open, non-essential employees who elect not to report to work may use vacation, personal leave, leave without pay, or if approved to do so, may work from an alternate site remaining accessible, accountable and responsive in completing their daily obligations to the District.</p> <p>When the Administration building opening is delayed due to weather or emergency, employees will report to work at the time the building is opened. Employees electing not to report to work will be required to use vacation leave, personal leave or leave without pay. When the Administration building opening is delayed due to weather or emergency, employees will report to work at the time the building is opened. Employees electing not to report to work will be required to use vacation leave, personal leave or leave without pay.</p>

EEA	When the Administration building is closed due to inclement weather or emergencies, employees shall not report to work and shall be paid for the day. When all Duluth Public Schools are closed due to inclement weather or emergencies, and the Administration building remains open, employees shall be allowed to not report to work, using their available vacation, personal leave, sick leave in the event of no available vacation or personal leave or leave without pay at their discretion and consideration given to personal safety and the needs of the department. Employees also have the option of reporting to work or working remotely if approved by their supervisor.
Maintenance	Building operations supervisor will designate a specific point of contact for custodial personnel. The point of contact will be responsible for notifying custodial employees by telephone if they should report to work and the time they should report on snow days. This Section shall apply only to those employees working until 12:00 midnight the night before. Any change to this procedure will be through consultation between the parties. Employees shall be paid a minimum of four (4) hours' wages whenever they are unexpectedly called to work, whether before or after regular shift or on unscheduled days, or due to inclement weather and the radio announcement occurs specifying that maintenance unit employees should not report after an employee has reported. In the event maintenance unit employees have been advised they should not report to work due to inclement weather they shall suffer no loss of pay or benefits for that day(s). Early starts to remove snow shall not be considered "call out"; they will only be an extension of the normal workday.
Maintenance-Transportation	Employees shall be paid a minimum of four (4) hours' wages whenever they are unexpectedly called to work, whether before or after regular shift or on unscheduled days, or due to inclement weather and the radio announcement occurs specifying that maintenance unit employees should not report after an employee has reported. In the event maintenance unit employees have been advised they should not report to work due to inclement weather they shall suffer no loss of pay or benefits for that day(s). Early starts to remove snow shall not be considered "call out"; they will only be an extension of the normal workday.
Teachers	In the event that more than two (2) teacher workdays in session with students are lost due to an emergency, teachers may be required to perform duties on other days or days in lieu thereof. There shall be consultation with the Union in the rescheduling of said days. Teachers shall not be required to be present on days when school is closed due to emergencies. The first two (2) emergency weather closing days of each school year shall be designated as "Snow Days." On these days, teachers shall not be required to report to work or perform any job-related duties. In accordance with Minnesota Statute 120A.414, the District may declare up to five (5) E-Learning days per school year, and the decision must be made no less than two (2) hours before the start of the scheduled teacher workday. On such E-Learning days, certified staff members are not required to report to a building but shall be available to students and families via email and/or voicemail between the hours of 9:13 AM and 2:15 PM. Furthermore, to accommodate this E-Learning plan, the High School workday shall be extended by six (6) minutes, with one (1) minute added to each class period.
All Others	No specific contract language. If the worksite is closed, the employee shall not be required to report to work and shall be paid for the day. If the worksite is open and the employee is unable to report due to conditions, employees may use vacation or unpaid leave.
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