

INSTRUCTION

School Closure

All students, parents, and school employees should assume that school will be in session and buses running as scheduled, unless there is official notification from the superintendent or his designee to the contrary. Such notice will be given via public media (generally radio).

In the event that extremely cold temperatures, wind chill factors, snow, wind or other circumstances require a modification of the normal routine, the superintendent or his designee will make the modification decision prior to 6:00 a.m. and contact the public radio stations for broadcast to the community and will initiate the emergency fan-out communication procedure to all administrators.

Modification of the normal routine generally occurs in one of two ways. The first circumstance occurs when buses are unable to safely make their normal runs. In this case bus transportation is suspended, but school is still in session. Students are encouraged to attend, but parents must make the judgment relative to safety for their children to reach school and return at the end of the day.

The other rare and very unusual circumstance occurs when conditions are such to warrant closure of the schools. In this circumstance, two situations may occur: 1) The first situation occurs when the Governor declares a state of emergency and no state funds are to be denied the school district as a result of school closure. 2) The other situation occurs when a state of emergency may not exist throughout the state, but conditions require closure in Bozeman.

In both situations, the Work Schedules and Responsibilities as outlined below apply except as follows: In a Governor-declared emergency situation where no state funds are to be denied, all classified employees will be paid in the same manner as though school were not closed. Administrators and other certified staff will consider the day(s) as regular work days for purposes of fulfilling their contract. For those employees who actually do work, as stipulated below, equivalent compensatory time or additional straight pay will be provided.

WORK SCHEDULES AND RESPONSIBILITIES FOR SCHOOL CLOSURES

Superintendent

Only the Superintendent or his designee shall have the authority to close schools. The Superintendent or his designee will be on duty throughout any existing or potential emergency situation, day or night. All orders which are of doubtful origin should be confirmed with the Superintendent.

Central Administrative Personnel

Central administrative personnel shall be expected to report for duty on their assigned shifts in the event of any closure insofar as is safely possible. Additional hours may be required, especially of the maintenance supervisor, business manager, assistant superintendent and personnel director, depending on the nature of the emergency. If it is absolutely impossible for a central administrator to report for duty, the administrator may take the day as a personal leave day or vacation day with the permission of the Superintendent.

Building-Level Administrators, Non-Teaching "Exempt" Personnel, and Key Support Staff

All building-level administrators and non-teaching "exempt" personnel shall report per their normal shifts or as otherwise directed each day during the school closure, together with the head custodian or his/her designee and at least one secretary in buildings 5-12 insofar as is safely possible. The building administrator shall ascertain that the building has been adequately secured and that any child who mistakenly reports to school (in the event that school has been closed) is properly and safely cared for and returned home per district policy. The administrator and this minimal support staff shall notify other staff and/or other support employees of the situation, and shall respond to telephone questions. When the situation has been stabilized, the personnel who reported to work may choose to return home. An administrator or exempt employee who does not work a normal day shall then adjust his/her work year by memorandum to the Superintendent by the number of hours not worked on the day or days of school closure.

12-Month Classified Employees

In the event of a school closure, 12-month classified personnel may report for duty or not report for duty, as directed by their immediate supervisor. Building secretaries and secretaries to the key central administrative personnel who are required to be on duty are expected to report for duty. If a 12-month classified employee is unable to or does not report for duty, the employee shall complete a leave request form to declare the day as either personal leave, vacation, or leave without pay.

10 and 11-Month Classified Employees

10 and 11-month employees may report for duty or not report for duty as directed by their immediate supervisor. If such employees do not report for duty, they shall complete a district leave request form to declare the day as either personal leave, vacation, or leave without pay.

All Aides, Food Service Workers, and Other 9 1/4-Month Classified Employees

These employees work only those days when school is in session and are not expected to work when school is not in session. If school has been closed, 9 1/4-month employees should not report for duty unless otherwise directed by their immediate supervisor. 9 1/4-month employees shall complete a leave request form to declare the day as either personal leave, vacation, or leave without pay.

Teachers (Teachers, Librarians, Psychologists, Counselors)

If schools are closed for weather or other emergency conditions, teachers are not expected to report for duty unless directed otherwise. Teachers do not need to submit an absence form. In cases of school closures, it is customary for the days to be made up at another time, thus teachers will typically still fulfill their contract days.