

**RESOLUTION OF THE BOARD OF EDUCATION OF
DOUGLAS COUNTY SCHOOL DISTRICT RE-1**

(Approving Administrative Recommendation Related to
Compensation of Staff for Snow and/or District Closure Days)

WHEREAS, the Administration of the Douglas County School District RE-1 (the "District") has recommended that the Board of Education ("Board") of the District authorize the compensation of regular employees, including classified employees, for up to three paid snow and/or closure days per school year for days within the scheduled work calendar beginning with the 2019-2020 school years unless an applicable collective bargaining agreement governs the employees' terms and conditions of employment; and

WHEREAS, the Administration also requests that, beginning with the 2019-2020 school year, the Board grant the Superintendent the authority and discretion to increase the number of paid snow and/or closure days per school year on a case by case basis; and

WHEREAS, the Administration has provided a written recommendation (attached hereto) to the Board of Education regarding this matter, including the reasons supporting the recommendation; and

WHEREAS, the Board has considered the Administration's recommendation and has determined that it is in the best interest of the District to authorize the compensation of regular employees, including classified employees, for up to three paid snow and/or closure days per school year for days within the scheduled work calendar beginning with the 2019-2020 school year unless an applicable collective bargaining agreement governs the employees' terms and conditions of employment and that such action will support the Board's goals of a *Safe, Positive Culture and Climate* which addresses the goal of a positive work environment for District employees.

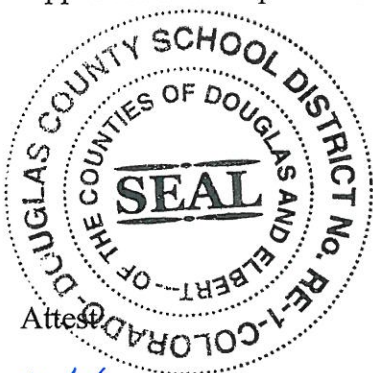
NOW THEREFORE, BE IT RESOLVED by the Board that, beginning with the 2019-2020 school year, regular employees, including classified employees, may be compensated for up to three paid snow and/or closure days per school year for days within the scheduled work calendar unless an applicable collective bargaining agreement governs the employees' terms and conditions of employment and further authorizes and grants to the Superintendent the authority and discretion to increase the number of paid closure days per school year on a case by case basis and to direct and manage implementation of procedure to be communicated to staff.

Approved and adopted this 16th day of April, 2019 by a vote of 7-0.

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By: _____

David Ray
President, Board of Education



Krista Holtzmann
Krista Holtzmann
Secretary, Board of Education

TO:	Board of Education
CC:	Thomas Tucker Tamra Taylor
FROM:	Amanda Thompson, Chief Human Resources Officer Scott Smith, Chief Financial Officer
DATE:	March 28, 2019
RE:	Compensation for District Closure Days

Directors,

As you know, we have been working to improve various components of our pay system. Whereas some are major changes, such as revising our licensed compensation system and reviewing the pay structures of all of our employees, others are less significant in financial impact but bring huge gains in terms of showing value for our employees. One of these areas is snow day/district/building closure pay.

Currently, we only pay licensed employees and school administrators for closure pay. All other employees are either required to work from home (if their job permits them to do this), use a vacation day, or take the day unpaid. This is an area of inequity that both the Human Resources and Finance teams wish to rectify. The most acute inequity is felt by our classified staff who often don't have positions that allow them to work from home (i.e. custodians, nutrition services workers, EAIVs, etc.). Additionally, safety is at risk for some of our employees who choose to drive to their job sites on adverse weather days in order to get paid for the day.

We request that the district move in the direction of paying all regular employees (excepting ATU since they have current language around this topic and declined the option to change language in exchange for keeping retention bonus pay) up to three paid closure days per school year for days within the scheduled work calendar. In other words, in the instance that DCSD schools or buildings are closed for weather or emergency reasons, all affected staff (excluding ATU) will receive the day off with pay. This is common practice in other Metro area school districts.

Additional details follow:

- The hours/days for closure pay will not count towards overtime calculations.
- If the district experiences more than three of these closure days in one school year, the Superintendent may elect to increase the number of paid closure days on a case by case basis.
- If additional days are added at the end of the year due to state regulations around instructional minutes, the days will be paid workdays for teachers and classified staff. This is due to legalities for these employee groups. Other salaried employees will be expected to report for work as usual without additional compensation.
- Substitutes, long-term substitutes, seasonal or temporary employees will not be paid for these days.

- If an employee has pre-arranged time off (off track, vacation, sick or personal day) and that day ends up being a snow or closure day -- the employee will be reimbursed this day. This excludes district Leaves of Absences. The majority of school districts in the Metro area follow this practice.
- Finance has confirmed the feasibility of this change and the budget allows for this. If approved, this would be our new practice and is not retroactive. We would partner with legal to adjust Employee Guide language after it is shared with Employee Council for any other input.

This revision to practices directly supports our Board goals of *Safe, Positive Culture and Climate*. Specifically: *A purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community is manifest throughout the district.*

Thank you for your consideration.