

DAVIDSON-DAVIE COMMUNITY COLLEGE

Human Resources

INCLEMENT WEATHER /EMERGENCY CLOSINGS

POLICY 3.2.11

During situations such as natural disasters, emergencies and/or inclement weather, the President has the discretion to alter the College's operating schedule as needed. The President shall take steps necessary to deal with the situation and notify College employees.

A. Use of Leave

1. If the President closes the College as a result of adverse weather or emergency, no employees will be required to take any leave. Essential employees (i.e., security, grounds, maintenance, etc.) who are required to work on closed days will be provided with comparable time-off at a later date with supervisor approval.
2. Curriculum employees (adjunct) compensated on an hourly basis will not be paid for any time the College is closed for weather or emergency conditions. The instructor must make every effort to reschedule the class. If the class cannot be rescheduled, the employee's compensation will be adjusted to reflect the lost hours. If a class cannot be rescheduled, an hourly, curriculum employee may make up the instructional time in another way, such as additional assignments and extended office hours. The employee must complete the "Makeup of Lost Instructional Time" form to complete this process.
3. If the College is open but the employee believes s/he cannot make it to the designated work site safely, the employee will be required to do one of the following:
 - a. Make-up the time on a schedule approved by the employee's immediate supervisor, if feasible;
 - b. Take annual, bonus or compensatory leave;
 - c. Payroll deduction for time lost, if no leave is available.

B. Loss of Instructional Time

Coursework for missed academic classes due to inclement weather or an emergency closing will be made-up in one of the following ways:

1. Rescheduling the course at a time convenient to the faculty and students;

2. Documenting make-up through the use of an alternate assignment, providing content for missed classes (such as lecture notes), or scheduling small group conferences with students; or
3. Extending the semester by the time missed or scheduling classes on non-instructional days.

Adopted: November, 2019