

Article VI.B.4. Paid Leave During School Dismissal Under Extraordinary Circumstances

A. Statement of Policy

The Board of Education of Granite School District (Board) enacts this policy to ensure we can continue to pay Granite School District (District) employee wages paid by federal and non-federal sources of funding in the event of extraordinary circumstances.

B. Definitions

1. Extraordinary circumstances in this policy refer to natural disasters, health pandemics, or other emergencies that fundamentally alter the District's ability to provide regular programs, services, or activities for three consecutive days or more.
2. School dismissal in this policy applies to any temporary dismissal of students and employees or temporary alteration of job duties, including implementing distance teaching and learning, necessitated by extraordinary circumstances.

C. Procedures

1. The Board may authorize compensation to employees even if employees are unable to perform work in exchange for compensation in the event of extraordinary circumstances.
2. The District may seek to apply for, or otherwise access available funding and/or reimbursement through federal and non-federal sources to compensate employees for leave during a school dismissals under extraordinary circumstances provided the District treats state-funded and federally-funded employees the same related to compensation.
3. To the extent possible, employees shall perform work substantially related to their current job duties during school dismissal under extraordinary circumstances. Work performed by an employee shall be consistent with the requirements of the funding source supporting the position (e.g. a special education employee shall perform work related to special education per federal funding requirements).
4. Compensation for paid leave during school dismissal under extraordinary circumstances shall not exceed the amount an employee is otherwise paid for regular job duties, and reimbursement for the compensation shall be charged to the appropriate funding source, including federal and state grants and programs.
5. The District may also seek reimbursement for non-refundable travel, registrations, or other costs incurred for work related duties or training after the District seeks and is denied refunds for the costs. Reimbursement shall be sought from the federal or state funding source that supports that cost.