

## INCLEMENT WEATHER ATTENDANCE POLICY

The College may be closed or classes canceled in the event of inclement weather, a natural disaster, or an emergency. The decision to close the College or cancel classes will be made by the President or another administrator designated by the President. Public service announcements will inform all students, faculty, and staff of the decision. College closings will not always coincide with announced closings of public schools. If there is no announcement, the College will be in operation on a regular schedule.

1. When the College closes, all classes at all locations are canceled.
2. If weather conditions allow for classes to begin on a delayed schedule, regularly-scheduled classes will begin at the hour designated.
3. When the College is closed, certain personnel may be expected to report for work prior to the reopening. Those personnel will be informed in advance by the vice president.
4. When the College is closed, permanent staff, including permanent Continuing Education instructors, who are not asked to report to work may use vacation, bonus or compensatory leave (non-exempt employees); take leave without pay; or make up the time.
  - (a). Fair Labor Standards Act (FLSA) non-exempt employees may work additional hours outside of their regular schedule in a work week in which less than 40 hours are worked due to scheduled or unscheduled absences; hours must be made up within the current pay period. FLSA non-exempt employees cannot make up adverse weather leave if those hours would result in the employee exceeding 40 hours of time worked for that work week.
  - (b). FLSA exempt employees may work additional hours during the work week at any time within 12 months.
  - (c). Tracking of make-up time is the responsibility of the immediate supervisor.
5. Curriculum classes that are missed due to inclement weather or not held for any reason, such as natural disasters or emergencies, must be made up. Classes may be rescheduled during break or holiday periods or may be made up through extended class sessions, individual student conferences, or outside-of-class assignments. The President will determine when and how missed classes will be made up. The Vice President for Instruction will ensure that all class make-ups are appropriately documented.
6. When adjunct instructors in Continuing Education miss classes for any reason and the actual class time is not made up, the amount of compensation and the reported student hours in membership must be adjusted accordingly. The Vice President for Continuing Education will ensure that all records are corrected.
7. College closing or delayed-opening information is available via the College website, College switchboard, AM/FM radio, and television.

**IF THERE IS NO ANNOUNCEMENT, THE COLLEGE WILL BE IN OPERATION AS USUAL.**

Amended and approved by the RCC Board of Trustees on May 5, 2009