

SOUTHERN LEHIGH SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: ESSENTIAL EMPLOYEES

ADOPTED: May 10, 2010

REVISED: June 26, 2017

	<p style="text-align: center;">555. ESSENTIAL EMPLOYEES</p> <p>1. Purpose</p> <p>There will occur, from time to time, inclement weather situations and/or emergencies in which certain duties must be performed for the security and safety of District employees, students and community members, and for the protection and security of District property.</p> <p>Generally, these duties consist of snow and ice removal and the application of salt/cinders in parking lots, access roads and walkways. However, emergency situations involving building or grounds issues may also be included.</p> <p>It shall be a condition of employment that employees in the following categories attend work assignments in situations where inclement weather or other emergency causes a need for snow and/or ice removal and/or salt/cinder application, or other essential duty, unless excused from work with pre-approved personal days, vacation days, or Board-approved time off without pay:</p> <ul style="list-style-type: none"> Custodian Lead Custodian Head Custodian HVAC Maintenance Person Material Handler Cleaning Person Lead Groundskeeper <p>2. Exceptions</p> <p>In the event that an employee classified in any of the categories above is physically incapable of work on a day in which such activities are deemed necessary, a physician's excuse may be required.</p> <p>Work attendance requirements may be waived for any period in which the state or local government declares travel to be restricted (closed roads) or forbidden in such a way as to reasonably preclude travel to the workplace.</p> <p>Should weather conditions prevent an employee from arriving/leaving the workplace, only hours spent actually working shall be compensable. Employees classified as essential employees are not eligible for emergency days due to inclement weather.</p>
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