



Almost all school systems will at one time or another experience or become involved in some form of emergency situation due to severe weather. This is especially true of the weather patterns in the Parkland region of Manitoba, therefore affecting activities of students and staff throughout the Division.

The policy on inclement weather is intended to be proactive, to provide direction and guidelines for Division personnel in taking appropriate action in the event of hazardous weather. The inclement weather policy considers the occurrence of varying weather patterns across the Division and identifies a definitive course of action.

Safety of students and staff is a concern of the Mountain View School Division. Severe weather may impact on student attendance, pupil transportation, and various school activities including playground, field trips, athletic events and a variety of special events.

Effective and efficient communications are the essence of appropriate action.

**A. The Purpose of the Inclement Weather Policy**

- To serve as a guide and provide direction for school administration regarding severe weather.
- To ensure the inclusion of necessary procedural and operational information.
- To provide direction for students and their parents as to appropriate actions to ensure student safety.
- To inform staff of the appropriate response and procedures in addressing the events of severe weather.
- To promote safety of all students and staff.
- To instill positive attitudes regarding importance of emergency preparedness.
- To acquaint all personnel with their responsibility in responding to severe weather conditions.
- To provide direction to employees regarding expectations related to attending to their place of employment.

**B. Inclement or severe weather conditions include the following:**

Severe rain storms or snow storms, electrical storms, ice storms, hail, damaging winds, tornadoes, extreme cold, wind chill factor, extreme heat, fog causing poor visibility.

<b>Cross Reference:</b> MVSD Procedure: FC10 Cancellation of Bus Service	
<b>Board Informed:</b> Apr. 11, 2016	<b>Procedure Review Date:</b> Jan. 18, 2016
<b>Procedure Revision Date:</b> Apr. 11, 2016	<b>Page</b> 1 of 2



**C. Communicating Information during Inclement Weather**

In the event of inclement weather Mountain View School Division in cooperation with radio station C.K.D.M., Dauphin and G.X. 94, Yorkton will relay information regarding bus cancellations and school, office and garage closures. The divisional website ([www.mvsd.ca](http://www.mvsd.ca)) will also post current information related to cancellations, school closures and staff expectations.

School bus drivers are required to consult with the Transportation Supervisor during adverse weather conditions as detailed in MVSD Procedure FC10 Cancellation of Bus Service.

**Students and their parents shall assume the responsibility for decisions regarding school attendance during severe and hazardous weather in accordance with conditions in their area.**

**D. Employee Absences due to Inclement Weather**

In the event that weather results in the closure of one or more schools for students and staff and the closure of school division offices and garages, the employees of those facilities will receive regular pay.

When school buses are cancelled in one or more communities, all employees are expected to be at work. Bus drivers will be paid, and will be required to assist with telephone contact with parents.

When school buses are cancelled while schools remain open and an employee determines that travel to their normal work assignment is unreasonable under the circumstances, the following conditions shall apply:

- The employee will advise, at the earliest opportunity, his/her immediate supervisor or school principal, as is appropriate, of his/her inability to be present at work that day. The employee will report the absence in the employee absence system (AESOP) when he/she returns to work.
- Teaching staff shall be deducted 1/x of their salary for each day they are absent unless the teacher requests to use a personal leave or extra-curricular day.
- Non-teaching staff (other than bus drivers) will be deducted regular salary for any time they are absent unless the employee requests to use available vacation, extra-curricular or personal leave day(s).

If the RCMP or the Department of Highways closes highways within the division in one or more communities, the secondary roads in the affected area will be deemed to be closed and as a result, schools in the affected area may be closed. Employees residing within the affected communities will not be subject to deduction of salary.

<b>Cross Reference:</b> MVSD Procedure: FC10 Cancellation of Bus Service			
<b>Board Informed:</b> Apr. 11, 2016	<b>Procedure Review Date:</b> Jan. 18, 2016	<b>Procedure Revision Date:</b> Apr. 11, 2016      Apr. 12, 2010	<b>Page</b> 2 of 2