Siblings & Company

Inclement Weather: Staff Plans

Updated November 2026

Our centers do not follow school closings and typically remain open for basic winter weather. We provide a service to working families, so we do our best to keep that consistent.

Inclement weather means severe or harsh weather conditions that could make it unsafe, impractical, or hazardous to travel or perform normal duties.

Scheduling & Staffing: Essential Snow Day Team

Each time inclement weather is expected, directors will create an Essential Snow Day Team. This team will include teachers who commit to doing their best to make it into work if we remain open. Again, these are extreme weather days and not the typical snow accumulation.

- If the center opens, **Essential Snow Day Team** members will receive overtime pay for any hours worked that day.
- Staff who choose not to come in may use PTO or UTO to cover their scheduled hours.
- Staff should communicate their intent to their director the night before whenever possible so the schedule can be planned accordingly.

This allows us to maintain quality care and appropriate ratios while rewarding those who make the extra effort to get in safely.

If We Close

If the center closes due to **weather**, this will likely be all 3 locations. Closure pay **will** apply only to qualifying full-time staff who are actively eligible for holiday pay. Full time staff who have used over their amount of PTO and UTO days will not receive closure pay.

- If a staff member was already scheduled off that day, they will continue to use their UTO or PTO.

If a center cannot open due to **lack of staffing**, while our other locations remain open, the closed center's staff can use **PTO or UTO** for that day. It will not count as closure pay since not all locations are affected.

❄️ Winter Weather FAQ for Staff ❄️

As we head into winter, here's what to expect if the weather turns snowy or icy:

- **Closures are rare.** It's unlikely we'll close unless snowfall reaches high amounts. In the past, there's been **5 or 6 inches** overnight, but the roads are fine by morning. There's been other cases where there's only been 3 inches but there's ice mixed in and we decided to close. Every **snowfall is different**.

- **Be prepared.** Make sure you have what you need at home. A snow shovel, ice scraper, warm clothes, and a plan for getting out safely. It's not always easy, but being ready makes a big difference.

- **Ice days.** Ice is a little harder to plan for, and those are the situations we take on a case-by-case basis.

- **Parking lots.** Our snow crew doesn't plow for anything under **3 inches**, so give yourself a few extra minutes in the morning and 2 pairs of shoes is nice to have ☺

We know these decisions can be tough and I never want anyone to do something they aren't comfortable with when it comes to driving in winter weather.

There have been times where we make the decision to close the night before, but most of the time, I drive around and check out the roads early in the morning before making the official call.