

Grace Collaborative Attendance Policy

We're so thankful to have you as part of our cooperative!!! Central to the idea of a cooperative is that everyone volunteers their time and energy to work together toward a common goal. To that end, it becomes difficult when a group member doesn't communicate an absence and/or is frequently absent. While illnesses can't be helped, we ask for your every effort to attend weekly in the same way that you would attend a job.

Please notify us as soon as you are aware you will be absent. Last minute absences are more difficult to manage.

Absences are made up on a 1 for 1 basis (e.g. if you miss 3 aide spots you will make up 3 aide spots, if you miss teaching two classes you will make up two classes).

Please note absences carry over from semester to semester.

Please also note that the following may be grounds to be removed from co-op or not be invited to return:

- Failure to report an absence (e.g. no call no show)
- Missing two or more program dates
- Refusal to make up absences, makeups are assigned and are not optional
- Being dishonest about the reason for your absence

We will look at each situation on a case by case basis, but please know that we do take attendance seriously.

If you have any questions, please don't hesitate to reach out.