

PROFESSIONAL STAFF AND OBSERVANCE OF MAJOR RELIGIOUS HOLIDAYS

A, General Provisions Relating to Religious Observances

For any and all days of religious observance, the following shall apply:

1. Staff absences shall be excused consistent with provisions of collective bargaining agreements and individual contracts.
2. Ample and flexible accommodations shall be made to assist staff in professional activities, etc. They should be given sufficient time to do so with the expectation that they will not be working on those days.

It is also expected that these and other religious observances will be taken into consideration in a sensitive manner when scheduling ancillary activities such as school photographs, after school and evening programs, etc.

B. Provisions Relating to Specified Religious Observances

On days of major religious observances where school is in session and it is expected that significant number of staff will be absent the following shall apply:

1. For staff, there shall be no key professional meetings scheduled.

The religious observances to which these provisions apply are as follows:

- Rosh Hashanah*
- Yom Kippur*

(*Note that these observances begin the preceding evening.)

Other similar days of religious observances may be added to this list as they are identified.

The dates of these observances shall be duly noted as an integral part of the school calendar; and reminders shall be issued to staff sufficiently in advance of these dates that the intent of the policy can be carried out.

The Superintendent shall take note of religious observances when significant numbers of teachers are absent and shall periodically review the above list of religious observances and report to the Committee together with any recommended changes to the list.

Adopted: July 2006