

SCHOOL BOARD ACTION REPORT



DATE: January 20, 2021
FROM: Denise Juneau, Superintendent
LEAD STAFF: Clover Codd, Chief Human Resources Officer
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Misa Garmoe, Director of Employee & Association Relations
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For Introduction: January 27, 2021
For Action: February 10, 2021

1. TITLE

Approval of the 2021-22 and 2022-23 School Year Calendars

2. PURPOSE

This Board Action Report allows the School Board to establish the dates for when the school year starts and ends, which is required by state law. In addition, the development of the school year calendar is subject to bargaining with unions and certain calendar rules are outlined in the 2019-2022 Seattle Education Association (SEA) Certificated Employees Collective Bargaining Agreement (CBA).

3. RECOMMENDED MOTION

I move that the School Board approve the 2021-22 and 2022-23 school year calendars as attached to the Board Action Report with any minor, non-substantive additions, deletions or modification deemed necessary by the Superintendent.

4. BACKGROUND INFORMATION

a. Background

The District has an affirmative obligation under its CBA with the SEA certificated unit to bargain the school calendar. The District is required to bargain the calendar with other school represented employees whose work is affected by the calendar. As outlined in the 2019-2022 CBA, the calendar adheres to the following rules:

- a. **First day of school.**
The first Wednesday in September.
- b. **State In-Service Day.**
As recognized by the State and typically the second Friday in October.
- c. **Winter Break.**
At least ten weekdays, ending after New Year's Day. If New Year's Day falls or is observed on a Monday, students will return to school on the next day (Tuesday).
- d. **Mid-Winter Break.**

- e. President's Day and the following four workdays.
- e. **Spring Break.**
Five days starting the second Monday in April.
- f. **Snow Make-Up Days.**
At least three snow days shall be scheduled, including the day between semesters, and the first two days following the last day of school in June.
- g. **Holidays.**
Labor Day (when school begins before this day in September), Veterans Day (November), Thanksgiving Day (November), the day after Thanksgiving (November), Martin Luther King Jr. Day (January), Presidents' Day (February), and Memorial Day (May).
- h. **Time Responsibility Incentive (TRI) Days.**
The four days immediately preceding the start of school, except for the Friday before Labor Day.
- i. **November.**
Three consecutive days for Elementary and K-8 conferences immediately preceding Thanksgiving Day.

The attached calendar continues to provide that on each Wednesday, except the first day of school, students will be dismissed 75 minutes early to accommodate teacher planning, collaboration and professional development. Collaborative and/or common planning time is also braided into the teacher workday. The certificated staff workday will remain at 7 ½ (7.5) hours.

Labor and Employee Relations staff invited representatives from all thirteen (13) collective bargaining groups to review the 2021-22 and 2022-23 calendars. SEA agreed to the calendar and no bargaining group has raised concerns or objections.

Changes to the school calendars are mandatory subjects of bargaining. Any modifications to what are presented in this BAR must be negotiated through a formal bargaining process with labor partners. Changes would result in new language in the SEA/SPS Collective Bargaining Agreement or in the form of a new Memorandum of Understanding. Any future changes or modifications to these calendars would be brought forward to the Board for approval.

b. **Alternatives**

Not approve the calendar. This is not recommended as the 2021-22 and 2022-23 School Year Calendars must be set to allow all involved to engage in scheduling and planning and any alternative calendar would require the District to re-bargain with the Unions.

c. **Research**

N/A

5. FISCAL IMPACT/REVENUE SOURCE

There are no additional costs associated with this action.

The revenue source for this motion is N/A.

Expenditure: One-time Annual Multi-Year N/A

Revenue: One-time Annual Multi-Year N/A

6. **COMMUNITY ENGAGEMENT**

With guidance from the District's Community Engagement tool, this action was determined to merit the following tier of community engagement:

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

The matter of the academic year calendar is primarily a subject of negotiations with SEA. Therefore, there is limited direct community engagement on the subject.

7. **EQUITY ANALYSIS**

This calendar incorporates previously negotiated student early release time that allows for more teacher collaboration time to address school improvement plans and work on ending opportunity gaps. Additionally, the SEA and SPS staff agreed to establish a joint workgroup to address equity and inclusive considerations related to religious and cultural observations and practices in developing the calendar. The workgroup created guidance to provide to schools/teachers in planning important events, testing and exam dates. While we cannot change school year dates to accommodate every religious/cultural observance, we have provided the guidance so schools, families and communities are aware and can excuse absences or make appropriate accommodation and supports if they are unable to avoid scheduling educationally significant activities on days of religious/cultural observances.

8. **STUDENT BENEFIT**

Adoption of the calendar for the 2021-22 and 2022-23 school years will allow for the development of individual school schedules for students and families, and to plan for and schedule family activities outside of school time.

9. **WHY BOARD ACTION IS NECESSARY**

Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)

Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)

Adopting, amending, or repealing a Board policy

Formally accepting the completion of a public works project and closing out the contract

Legal requirement for the School Board to take action on this matter.

Under RCW 28A.330.100 the Board is to “fix the time for annual opening and closing of schools and for the daily dismissal of pupils before the regular time for closing schools.”

Board Policy No. _____, [TITLE], provides the Board shall approve this item

Other:

10. POLICY IMPLICATION

Per Board Policy No. 5020, Collective Bargaining, agreements resulting from collective bargaining are approved by the Board. The school calendar is collectively bargained with interested unions and the resulting agreement is presented to the Board for approval pursuant to RCW 28A.330.100. Further, the 2021-22 and 2022-23 School Year Calendars will promote continuity of instruction.

11. BOARD COMMITTEE RECOMMENDATION

This motion was discussed at the Executive Committee meeting on January 20, 2021. The Committee reviewed the motion and moved the item forward for consideration by the full Board.

12. TIMELINE FOR IMPLEMENTATION

The adoption of the calendar for the 2021-22 and 2022-23 school years will allow for the development of individual school schedules and courses; allow the District to begin staffing for the upcoming school year; enable the District to schedule future professional development; allow persons and organizations providing supporting services to plan and schedule their services; and allow families and staff members to schedule family activities outside of school time. After board approval, the calendar will be distributed to the various unions, employees, schools, and school communities. The calendar will also be distributed by the Communications Department via the SPS website and other means.

13. ATTACHMENTS

- 2021-22 School Year Calendar (for approval)
- 2022-23 School Year Calendar (for approval)
- Guidance Regarding Religion and Religious Accommodations, 2021-22 (for reference)
- Guidance Regarding Religion and Religious Accommodations, 2022-23 (for reference)



2021-2022 School Year Calendar

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The 2021-2022 School Year Calendar identifies days that schools are in session, identifying days that are shorter than normal duration. The document also identifies week days when school is not in session and the reason for that.

2021-22 SCHOOL YEAR CALENDAR (12.14.2020)

SEPTEMBER 2021

| | Su | M | T | W | T | F | S |
|---------------------------------|----|----|----|----|----|----|----|
| | 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 8/26, 8/27, 8/30, 8/31 TRI Days | 29 | 30 | 31 | 1 | 2 | 3 | 4 |
| 9/1 First Day of School | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 9/6 Holiday - Labor Day | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| | 26 | 27 | 28 | 29 | 30 | | |

OCTOBER 2021

| | Su | M | T | W | T | F | S |
|------------------------------------|----|----|----|----|----|----|----|
| | | | | | | 1 | 2 |
| 10/8 State In-Service Day/ TRI Day | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| | 24 | 25 | 26 | 27 | 28 | 29 | 30 |

NOVEMBER 2021

| | Su | M | T | W | T | F | S |
|--|----|----|----|----|----|----|----|
| | 31 | 1 | 2 | 3 | 4 | 5 | 6 |
| 11/11 Holiday - Veterans Day | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| requesting waiver Elem P-T Conference (Varies by School) | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 11/25 & 11/26 Holiday - Thanksgiving | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| | 28 | 29 | 30 | | | | |

DECEMBER 2021

| | Su | M | T | W | T | F | S |
|------------------------------|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 | 4 |
| | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12/17 1-Hour Early Dismissal | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 12/20-1/2 Winter Break | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| | 26 | 27 | 28 | 29 | 30 | 31 | |

JANUARY 2022

| | Su | M | T | W | T | F | S |
|---------------------------------------|----|----|----|----|----|----|----|
| | | | | | | | 1 |
| 1/17 Holiday - Martin Luther King Day | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 1/26 End of Semester 1 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 1/27 Day Between Semesters | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 1/27 Snow Makeup Day (1 of 3) | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 1/28 Start of Semester 2 | 30 | 31 | | | | | |

FEBRUARY 2022

| | Su | M | T | W | T | F | S |
|-------------------------------|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 | 5 |
| 2/21 Holiday - Presidents Day | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 2/21 - 2/25 Mid-Winter Break | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| | 27 | 28 | | | | | |

MARCH 2022

| | Su | M | T | W | T | F | S |
|--|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 | 5 |
| | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| | 27 | 28 | 29 | 30 | 31 | | |

APRIL 2022

| | Su | M | T | W | T | F | S |
|--------------------------|----|----|----|----|----|----|----|
| | | | | | | 1 | 2 |
| | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 4/11 - 4/15 Spring Break | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| | 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| | 24 | 25 | 26 | 27 | 28 | 29 | 30 |

MAY 2022

| | Su | M | T | W | T | F | S |
|-----------------------------|----|----|----|----|----|----|----|
| | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5/30 Holiday - Memorial Day | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| | 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| | 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| | 29 | 30 | 31 | | | | |

JUNE 2022

| | Su | M | T | W | T | F | S |
|---|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 | 4 |
| 6/17 Last Day of School for Students and Teachers | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 6/17 1-Hour Early Dismissal | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 6/17 180-Day Calendar Ends | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 6/20 Snow Makeup Day (2 of 3) | 26 | 27 | 28 | 29 | 30 | | |
| 6/21 Snow Makeup Day (3 of 3) | | | | | | | |



School Start/End

| | Teachers | TRI | Student |
|-----------|----------|-----|---------|
| August | | 4 | 0 |
| September | 21 | 0 | 21 |
| October | 20 | 1 | 20 |
| November | 19 | 0 | 19 |
| December | 13 | 0 | 13 |
| January | 19 | 0 | 19 |
| February | 15 | 0 | 15 |
| March | 23 | 0 | 23 |
| April | 16 | 0 | 16 |
| May | 21 | 0 | 21 |
| June | 13 | 0 | 13 |
| | 180 | 5 | 180 |

All Schools Closed
 TRI Days
 75-Minute Early Release for Students



2022-2023 School Year Calendar

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2022-23 SCHOOL YEAR CALENDAR (12.14.2020)

SEPTEMBER 2022

| | Su | M | T | W | T | F | S |
|----------------------|----|----|----|----|----|----|----|
| | 28 | 29 | 30 | 31 | 1 | 2 | 3 |
| 8/30, 8/31, 9/1, 9/6 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 9/5 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 9/7 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| | 25 | 26 | 27 | 28 | 29 | 30 | |

OCTOBER 2022

| | Su | M | T | W | T | F | S |
|-------|----|----|----|----|----|----|----|
| | | | | | | | 1 |
| 10/14 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| | 30 | 31 | | | | | |

NOVEMBER 2022

| | Su | M | T | W | T | F | S |
|-------------------|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 | 5 |
| 11/11 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| requesting waiver | 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 11/24 & 11/25 | 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| | 27 | 28 | 29 | 30 | | | |

DECEMBER 2022

| | Su | M | T | W | T | F | S |
|---------------|----|----|----|----|----|----|----|
| | | | | | 1 | 2 | 3 |
| | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 12/16 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 12/19 - 12/30 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| | 25 | 26 | 27 | 28 | 29 | 30 | 31 |

JANUARY 2023

| | Su | M | T | W | T | F | S |
|------|----|----|----|----|----|----|----|
| 1/16 | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1/31 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| | 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| | 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| | 29 | 30 | 31 | | | | |

FEBRUARY 2023

| | Su | M | T | W | T | F | S |
|-------------|----|----|----|----|----|----|----|
| 2/1 | | | | | | | |
| 2/1 | | | | 1 | 2 | 3 | 4 |
| 2/2 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 2/20 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 2/20 - 2/24 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| | 26 | 27 | 28 | | | | |

MARCH 2023

| | Su | M | T | W | T | F | S |
|--|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 | 4 |
| | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| | 26 | 27 | 28 | 29 | 30 | 31 | |

APRIL 2023

| | Su | M | T | W | T | F | S |
|-------------|----|----|----|----|----|----|----|
| | | | | | | | 1 |
| | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 4/10 - 4/14 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| | 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| | 30 | | | | | | |

MAY 2023

| | Su | M | T | W | T | F | S |
|------|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 | 6 |
| 5/29 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| | 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| | 28 | 29 | 30 | 31 | | | |

JUNE 2023

| | Su | M | T | W | T | F | S |
|------|----|----|----|----|----|----|----|
| 6/22 | | | | | | 1 | 2 |
| 6/22 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6/23 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 6/26 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| | 25 | 26 | 27 | 28 | 29 | 30 | |



| | Teachers | TRI | Student |
|-----------|----------|-----|---------|
| August | | 4 | 0 |
| September | 18 | 0 | 18 |
| October | 20 | 1 | 20 |
| November | 19 | 0 | 19 |
| December | 12 | 0 | 12 |
| January | 21 | 0 | 21 |
| February | 14 | 0 | 14 |
| March | 23 | 0 | 23 |
| April | 15 | 0 | 15 |
| May | 22 | 0 | 22 |
| June | 16 | 0 | 16 |
| | 180 | 5 | 180 |

- All Schools Closed
- TRI Days
- 75-Minute Early Release for Students

Guidance Regarding Religion and Religious Accommodations

Background:

During the 2019-2020 school year, Seattle Public Schools and Seattle Education Association created a joint workgroup to address equity and evaluate inclusive considerations related to religious and cultural observances and practices in developing student and work calendars. The workgroup sought to develop the calendar using the negotiated calendar formula (important dates) below, while also considering days which may have high impact on our communities. The goal of this calendar is to provide an at-a-glance look at the variety of religious holidays and observances to assist schools/teachers in planning important events, testing, and exam dates.

While we can't change school year dates to accommodate every religious/cultural observance, it is understood that students may end up missing school and important school events in order to honor their religious practices. Since our school district is so large, our communities vary in their diversity. As a result, the district recognizes individual schools know their community and are asking schools to consider the days of religious/cultural observances that would occur within their school community and the accommodations and supports that can be provided to students if schools are unable to avoid scheduling educationally significant days on religious/cultural dates. Further, Washington state law and the district's Superintendent Procedure 3121SP provides students an excused absence for the observance of a religious or cultural holiday.

This guidance being provided is based from guidance from the Office of the Superintendent of Public Instruction.

Important Dates:

The below dates were negotiated as a part of the Collective Bargaining Agreement (CBA).

- **First Day of School**
 - o The first Wednesday in September
- **State In-Service Day**
 - o As recognized by the State (typically the second Friday in October)
- **Winter Break**
 - o At least ten weekdays, ending after New Year's Day. If New Year's Day falls or is observed on a Monday, students will return to school on the next day (Tuesday)
- **Mid-Winter Break**
 - o President's Day and the following four workdays
- **Spring Break**
 - o Five days starting the second Monday in April
- **Snow Make-Up Days**
 - o At least three snow days shall be scheduled, including the day between semesters, and the first two days following the last day of school in June. Additional snow make-up days may be added in June if necessary
- **Holidays**
 - o Labor Day (when school begins before this day in September)
 - o Veteran's Day (November)
 - o Thanksgiving Day (November)
 - o The day after Thanksgiving (November)
 - o Martin Luther King Jr. Day (January)
 - o President's Day (February)
 - o Memorial Day (May)
- **Contractual Days**
 - o The four days immediately preceding the start of school, except for the Friday before Labor Day

- **Conferences**

- Three consecutive days for conferences immediately preceding Thanksgiving Day

Student Absences

See policy 3121: [Attendance](#)

Though consistent attendance for students is essential, policy 3121 does provide that religious or cultural purposes are valid excuses for an absence. See below.

Policy 3121: Consistent attendance is essential to the Seattle Public Schools mission of academic excellences for every student in every school. To combat unexcused absences and truancy, all Seattle Public Schools are dedicated to providing racially, culturally, and age appropriate instruction and interventions and supports to remove barriers to consistent daily attendance.

Policy 3121 does state that religious or cultural purposes are valid excuses for an absence.

Superintendent Procedure 3121SP VIII.B.a.3. and 12. state:

- a) *B. Excused Absences a) Absences due to the following reasons must be excused pursuant to RCW 28A.225.010 or WAC 392-401-020:*

3. Religious or cultural purpose including observance of a religious or cultural holiday or participation in religious or cultural instruction (WAC 392-401-020); and

12. A reason of faith or conscience, or for an organized activity conducted under the auspices of a religious denomination, church, or religious organization, for up to two days per school year (RCW 28A.225.010(1)(e)).

See Policy 3121/3121SP in its entirety, however it does also provide that:

- The school principal (or designee) has the authority to determine if an absence meets the above criteria for an excused absence.
- If an absence is excused, the student will be permitted to make up all missed assignments outside of class under reasonable conditions and time limits established by the teacher of the class. However, in participation-type classes, a student's grade may be affected because of the student's inability to make up the activities conducted during a class period if an alternative assignment that aligns with the learning goals of the activities missed is not reasonable.
- An excused absence will be verified by a parent/guardian or an adult, emancipated or appropriately aged student, or school authority responsible for the absence. If attendance is taken electronically, either for a course conducted online or for students physically within the district, an absence will default to unexcused until such time as an excused absence may be verified by a parent/guardian or an adult, emancipated, or appropriately aged student. If a student of any age is to be released for health care related to family planning or abortion, the student may require that the District keep the information confidential. Students thirteen and older have the right to keep information about drug, alcohol or mental health treatment confidential. Students fourteen and older have the same confidentiality rights regarding HIV and sexually transmitted diseases.

Religious Accommodations for Students

See policy 2340: [Religion and Religious Accommodation](#)

Policy 2340 also states that students shall be excused from attending school in observance of a religious holiday.

Policy 2340: Upon receipt of a parent/guardian request, a student shall be excused from attending school in

observance of a religious holiday. Students who are excused from class a religious accommodation must have an opportunity to make up any work, assignment or test missed as a result of the absence.

Policy 2340SP: The student's parent/guardian must submit a written request to the principal of the student's school, well enough in advance to allow the school to make appropriate arrangements and scheduling adjustments.

The written request must state –

1. The specific accommodation requested
2. Why the accommodation is needed
3. The amount of time, duration, and frequency of the accommodation

Testing dates - All dates are tentative until confirmed by testing agencies.

School staff should consider these testing windows and their building activities to make proper considerations for their school communities religious and cultural observances.

Smarter Balanced (SBA) ELA and Math Assessments- March 1- June 4 (Grades 3-8 and high school)

Washington Comprehensive Assessment of Science (WCAS)- April 12- June 4 (Grades 5 and 8)

Washington Comprehensive Assessment of Science (WCAS)- April 12 - June 4 (Grade 11)

Advanced Placement (AP) & International Baccalaureate (IB)- April 29 – May 21 (High school students enrolled in these courses)

Religion and Religious Accommodations, 2021-2022

This aims to expand the awareness about the multiple forms of diversity among our students and families, and the days that students may or not be at school due to religious observances and the days that students may be fasting. It may also be helpful to guide better times to schedule educationally significant activities when the date can't be changed. For example, testing in the morning during periods when students eat at sundown.

The purpose of the calendar below is to assist in this effort to raise awareness about religious holidays practiced in public schools across the state of Washington.

This calendar was provided by the Office of Superintendent of Public Instruction based on the University of Washington's Calendar of Holidays and Religious Observances.

The Office of Superintendent of Public Instruction encourages districts not to schedule significant school events on major religious holidays. Schools that plan around major religious holidays convey to all students that they are a meaningful part of their school communities and their religious traditions matter^[1]

Notes:

All Jewish, Islamic, and Bahá'í holidays begin at sundown (SD) on the evening before the first date shown

+These holidays (or dates within holidays) are designated non-work (observance) days

#Some of these dates are not fixed to a calendar but rather based on the actual sighting of the moon and therefore may be some variance by a day

*Please be sensitive to and accommodate student observers' needs due to fasting on all of the dates and the evening prior to the date(s), these dates are listed in **BOLD** type*

| Date | Holiday or Observance Name | Religion | Notes Sundown (SD) |
|---|----------------------------|----------|-----------------------|
| September 6, 2021 | Labor Day | | No School |
| +September 7, 2021 – September 8, 2021 | Rosh Hashanah (New Year) | Jewish | (SD) |

| | | | |
|--|---------------------------------------|--------------------|---|
| +September 16, 2021 | Yom Kippur (Day of Atonement) | Jewish | (SD) |
| +September 21, 2021 – September 27, 2021 | Sukkot (Feast of Tabernacle) | Jewish | (SD) *Fasting occurs on the first day |
| +September 28, 2021 | Shemini Atzeret | Jewish | (SD) |
| +September 29, 2021 | Simchat Torah | Jewish | (SD) |
| October 6, 2021 – October 14, 2021 | Navaratri/Dassehra | Hindu | |
| October 11, 2021 | Indigenous Peoples' Day | | |
| #October 19, 2021 | Mawlid-al-Nabi (birthday of Mohammad) | Islamic | |
| November 4, 2021 – November 8, 2021 | Diwali | Hindu | |
| +November 6, 2021 | Birth of the Bab | Bahá'í | (SD) |
| +November 7, 2021 | Birth of the Bahá'ulláh | Bahá'í | (SD) |
| November 11, 2021 | Veteran's Day | | No School |
| November 25, 2021 | Thanksgiving Day | | No School (November 26 – 27, 2020) |
| November 29, 2021 – December 6, 2021 | Hanukkah (Chanukah) | Jewish | (SD) |
| December 24, 2021 | Christmas Eve | Christian | No School |
| December 25, 2021 | Christmas Day | Christian | No School |
| January 1, 2022 | New Year's Day | | No School |
| January 7, 2022 | Orthodox Christmas | Christian Orthodox | |
| January 17, 2022 | Martin Luther King Day | | No School |
| February 1, 2022 | Lunar New Year | | |
| February 21, 2022 | President's Day | | No School |
| February 28, 2022 | Maha Shivaratri | Hindu | |
| March 2, 2022 | Ash Wednesday / Beginning of Lent | Christian | |
| March 2, 2022 – March 20, 2022 | Nineteen-Day Fast | Bahá'í | |
| March 17, 2022 | Purim | Jewish | (SD) |
| March 18, 2022 | Holi | Hindu | |
| +March 20, 2022 | Naw-Ruz (Bahá'í New Year) | Bahá'í | (SD) |
| #April 3, 2022 | Beginning of Ramadan | Islamic | Evening of April 2, 2022 – May 1, 2022 (SD) |
| April 10, 2022 | Rama Navami (Ramanavami) | Hindu | |
| April 15, 2022 | Good Friday | Christian | (SD) |
| April 15, 2022 – April 23, 2022 | Orthodox Easter | Christian Orthodox | |
| April 17, 2022 | Easter | Christian | |
| +April 20, 2022 – April 28, 2022 | Ridván Festival | Bahá'í | (SD) |
| April 22, 2022 | Orthodox Good Friday | Christian Orthodox | (SD) |
| #April 29, 2022 | Lailat al-Qadr | Islamic | |

| | | | |
|------------------------------|---|----------------|-------------|
| | (Lailat Ul Qadr) | | |
| May 1, 2020 | Twelfth Day of the Rivdán Festival | Bahá'í | (SD) |
| #May 3, 2022 | Eid al-Fitr (end of Ramadan) | Islamic | (SD) |
| +May 23, 2022 | Declaration of the Báb | Bahá'í | (SD) |
| +May 28, 2022 | Ascension of Bahá'u'lláh | Bahá'í | (SD) |
| May 30, 2022 | Memorial Day | | No School |
| +June 5, 2022 – June 6, 2022 | Shavuot | Jewish | |

[u](https://www.k12.wa.us/policy-funding/equity-and-civil-rights/religion-schools/common-religious-and-us-public-holidays-2019-20)Common Religious and U.S. Public Holidays, 2019-20. (n.d.). Retrieved November 20, 2019, from <https://www.k12.wa.us/policy-funding/equity-and-civil-rights/religion-schools/common-religious-and-us-public-holidays-2019-20>.

Guidance Regarding Religion and Religious Accommodations

Background:

During the 2019-2020 school year, Seattle Public Schools and Seattle Education Association created a joint workgroup to address equity and evaluate inclusive considerations related to religious and cultural observances and practices in developing student and work calendars. The workgroup sought to develop the calendar using the negotiated calendar formula (important dates) below, while also considering days which may have high impact on our communities. The goal of this calendar is to provide an at-a-glance look at the variety of religious holidays and observances to assist schools/teachers in planning important events, testing, and exam dates.

While we can't change school year dates to accommodate every religious/cultural observance, it is understood that students may end up missing school and important school events in order to honor their religious practices. Since our school district is so large, our communities vary in their diversity. As a result, the district recognizes individual schools know their community and are asking schools to consider the days of religious/cultural observances that would occur within their school community and the accommodations and supports that can be provided to students if schools are unable to avoid scheduling educationally significant days on religious/cultural dates. Further, Washington state law and the district's Superintendent Procedure 3121SP provides students an excused absence for the observance of a religious or cultural holiday.

This guidance being provided is based from guidance from the Office of the Superintendent of Public Instruction.

Important Dates:

The below dates were negotiated as a part of the Collective Bargaining Agreement (CBA).

- **First Day of School**
 - o The first Wednesday in September
- **State In-Service Day**
 - o As recognized by the State (typically the second Friday in October)
- **Winter Break**
 - o At least ten weekdays, ending after New Year's Day. If New Year's Day falls or is observed on a Monday, students will return to school on the next day (Tuesday)
- **Mid-Winter Break**
 - o President's Day and the following four workdays
- **Spring Break**
 - o Five days starting the second Monday in April
- **Snow Make-Up Days**
 - o At least three snow days shall be scheduled, including the day between semesters, and the first two days following the last day of school in June. Additional snow make-up days may be added in June if necessary
- **Holidays**
 - o Labor Day (when school begins before this day in September)
 - o Veteran's Day (November)
 - o Thanksgiving Day (November)
 - o The day after Thanksgiving (November)
 - o Martin Luther King Jr. Day (January)
 - o President's Day (February)
 - o Memorial Day (May)
- **Contractual Days**
 - o The four days immediately preceding the start of school, except for the Friday before Labor Day

- **Conferences**

- Three consecutive days for conferences immediately preceding Thanksgiving Day

Student Absences

See policy 3121: [Attendance](#)

Though consistent attendance for students is essential, policy 3121 does provide that religious or cultural purposes are valid excuses for an absence. See below.

Policy 3121: Consistent attendance is essential to the Seattle Public Schools mission of academic excellences for every student in every school. To combat unexcused absences and truancy, all Seattle Public Schools are dedicated to providing racially, culturally, and age appropriate instruction and interventions and supports to remove barriers to consistent daily attendance.

Policy 3121 does state that religious or cultural purposes are valid excuses for an absence.

Superintendent Procedure 3121SP VIII.B.a.3. and 12. state:

- a) *B. Excused Absences a) Absences due to the following reasons must be excused pursuant to RCW 28A.225.010 or WAC 392-401-020:*

3. Religious or cultural purpose including observance of a religious or cultural holiday or participation in religious or cultural instruction (WAC 392-401-020); and

12. A reason of faith or conscience, or for an organized activity conducted under the auspices of a religious denomination, church, or religious organization, for up to two days per school year (RCW 28A.225.010(1)(e)).

See Policy 3121/3121SP in its entirety, however it does also provide that:

- The school principal (or designee) has the authority to determine if an absence meets the above criteria for an excused absence.
- If an absence is excused, the student will be permitted to make up all missed assignments outside of class under reasonable conditions and time limits established by the teacher of the class. However, in participation-type classes, a student's grade may be affected because of the student's inability to make up the activities conducted during a class period if an alternative assignment that aligns with the learning goals of the activities missed is not reasonable.
- An excused absence will be verified by a parent/guardian or an adult, emancipated or appropriately aged student, or school authority responsible for the absence. If attendance is taken electronically, either for a course conducted online or for students physically within the district, an absence will default to unexcused until such time as an excused absence may be verified by a parent/guardian or an adult, emancipated, or appropriately aged student. If a student of any age is to be released for health care related to family planning or abortion, the student may require that the District keep the information confidential. Students thirteen and older have the right to keep information about drug, alcohol or mental health treatment confidential. Students fourteen and older have the same confidentiality rights regarding HIV and sexually transmitted diseases.

Religious Accommodations for Students

See policy 2340: [Religion and Religious Accommodation](#)

Policy 2340 also states that students shall be excused from attending school in observance of a religious holiday.

Policy 2340: Upon receipt of a parent/guardian request, a student shall be excused from attending school in observance of a religious holiday. Students who are excused from class a religious accommodation must have an opportunity to make up any work, assignment or test missed as a result of the absence.

Policy 2340SP: The student’s parent/guardian must submit a written request to the principal of the student’s school, well enough in advance to allow the school to make appropriate arrangements and scheduling adjustments.

The written request must state –

1. The specific accommodation requested
2. Why the accommodation is needed
3. The amount of time, duration, and frequency of the accommodation

Testing dates - All dates are tentative until confirmed by testing agencies.

School staff should consider these testing windows and their building activities to make proper considerations for their school communities religious and cultural observances.

Smarter Balanced (SBA) ELA and Math Assessments- March 1- June 4 (Grades 3-8 and high school)

Washington Comprehensive Assessment of Science (WCAS)- April 12- June 4 (Grades 5 and 8)

Washington Comprehensive Assessment of Science (WCAS)- April 12 - June 4 (Grade 11)

Advanced Placement (AP) & International Baccalaureate (IB)- April 29 – May 21 (High school students enrolled in these courses)

Religion and Religious Accommodations, 2022-2023

This aims to expand the awareness about the multiple forms of diversity among our students and families, and the days that students may or not be at school due to religious observances and the days that students may be fasting. It may also be helpful to guide better times to schedule educationally significant activities when the date can’t be changed. For example, testing in the morning during periods when students eat at sundown.

The purpose of the calendar below is to assist in this effort to raise awareness about religious holidays practiced in public schools across the state of Washington.

This calendar was provided by the Office of Superintendent of Public Instruction based on the University of Washington’s Calendar of Holidays and Religious Observances.

The Office of Superintendent of Public Instruction encourages districts not to schedule significant school events on major religious holidays. Schools that plan around major religious holidays convey to all students that they are a meaningful part of their school communities and their religious traditions matter^[1]

Notes:

All Jewish, Islamic, and Bahá’í holidays begin at sundown (SD) on the evening before the first date shown

+These holidays (or dates within holidays) are designated non-work (observance) days

#Some of these dates are not fixed to a calendar but rather based on the actual sighting of the moon and therefore may be some variance by a day

*Please be sensitive to and accommodate student observers’ needs due to fasting on all of the dates and the evening prior to the date(s), these dates are listed in **BOLD** type*

| Date | Holiday or Observance Name | Religion | Notes Sundown (SD) |
|---|----------------------------|--------------|-----------------------|
| September 5, 2022 | Labor Day | | No School |
| +September 26, 2022 – September 27, 2022 | Rosh Hashanah (New Year) | Jewish | (SD) |
| September 26, 2022 – October 4, 2022 | Navaratri/Dassehra | Hindu | (SD) |

| | | | |
|---|---|--------------------|--|
| #October 8, 2022 | Mawlid-al-Nabi (birthday of Mohammad) | Islamic | |
| +October 10, 2022 – October 16, 2022 | Sukkot (Feast of Tabernacle) | Jewish | (SD) *Fasting occurs on the first day |
| October 10, 2022 | Indigenous Peoples' Day | | |
| +October 16, 2022 | Birth of the Bab | Bahá'í | (SD) |
| +October 17, 2022 | Birth of the Bahá'ulláh | Bahá'í | (SD) |
| +October 17, 2022 | Shemini Atzeret | Jewish | (SD) |
| +October 18, 2022 | Simchat Torah | Jewish | (SD) |
| October 24, 2022 – October 28, 2022 | Diwali | Hindu | |
| November 11, 2022 | Veteran's Day | | No School |
| November 24, 2022 | Thanksgiving Day | | No School (November 24 – 25, 2022) |
| December 19, 2022 – December 26, 2022 | Hanukkah (Chanukah) | Jewish | (SD) |
| December 24, 2022 | Christmas Eve | Christian | No School |
| December 25, 2022 | Christmas Day | Christian | No School |
| January 1, 2023 | New Year's Day | | No School |
| January 7, 2023 | Orthodox Christmas | Christian Orthodox | |
| January 16, 2023 | Martin Luther King Day | | No School |
| January 22, 2023 | Lunar New Year | | |
| February 18, 2023 | Maha Shivaratri | Hindu | |
| February 20, 2023 | President's Day | | No School |
| February 22, 2023 | Ash Wednesday / Beginning of Lent | Christian | |
| March 7, 2023 | Purim | Jewish | (SD) |
| March 7, 2023 | Holi | Hindu | |
| +March 21, 2023 | Naw-Ruz (Bahá'í New Year) | Bahá'í | (SD) |
| #March 23, 2023 | Beginning of Ramadan | Islamic | Evening of April 2, 2022 – May 1, 2022 (SD) |
| March 30, 2023 | Rama Navami (Ramanavami) | Hindu | |
| April 7, 2023 | Good Friday | Christian | (SD) |
| April 14, 2023 | Orthodox Good Friday | Christian Orthodox | (SD) |
| April 16, 2023 | Orthodox Easter | Christian Orthodox | |
| #April 18, 2023 | Lailat al-Qadr (Lailat Ul Qadr) | Islamic | |
| April 9, 2023 | Easter | Christian | |
| April 21, 2023 – April 29, 2023 | Nineteen-Day Fast | Bahá'í | |
| +April 21, 2023 – May 2, 2023 | Ridván Festival | Bahá'í | (SD) |
| #April 22, 2023 | Eid al-Fitr (end of Ramadan) | Islamic | (SD) |
| May 2, 2023 | Twelfth Day of the Rivdán Festival | Bahá'í | (SD) |

| | | | |
|------------------------------|---------------------------------|---------------|-------------|
| +May 24, 2023 | Declaration of the Báb | Bahá'í | (SD) |
| +May 29, 2023 | Ascension of Bahá'u'lláh | Bahá'í | (SD) |
| May 29, 2023 | Memorial Day | | No School |
| +May 26, 2023 – May 27, 2023 | Shavuot | Jewish | |

^[1]Common Religious and U.S. Public Holidays, 2019-20. (n.d.). Retrieved November 20, 2019, from <https://www.k12.wa.us/policy-funding/equity-and-civil-rights/religion-schools/common-religious-and-us-public-holidays-2019-20>.