



8.1

Acton-Boxborough Regional School District
Personnel Office
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www.abschools.org

Marie Altieri
Deputy Superintendent

To: Acton-Boxborough Regional School Committee
From: Marie Altieri, Deputy Superintendent
Date: November 9, 2016
Re: Calendar Survey and Recommendation

A joint teacher and School Committee calendar committee worked through the Spring and Fall of this year with the following goals:

1. Create and implement a survey for parents/guardians and staff to gather feedback about possible school calendar options. Since we were doing a widespread survey, we also included survey questions about the elementary school schedule. We will use those results to inform future discussions about schedules.
2. Review survey results and options for the 2017-2018 school calendar and make recommendations for the School Committee to consider when voting the new school calendar.
3. Review Acton Boxborough Education Association (ABEA) contract language related to the calendar (Article 9.2). If the preferred calendar for 2017-2018 does not match the current contract language, work with the ABEA to see if they will consider a one time side letter agreement to agree on the proposed calendar.

A summary of the survey results as well as the current contract language are attached. After reviewing, the calendar committee is bringing forth the two attached calendar options for 2017-2018. The committee is unanimously recommending Draft #1. This option has the two teacher days scheduled on Wednesday, August 30 and Thursday, August 31. The first day for students is Tuesday, September 5, the day after Labor Day. Grades 8, 10, 11, and 12 would start on Wednesday, September 6.

The ABEA contract states, "Teachers will not be scheduled to report more than two calendar days before the scheduled arrival of students." Working with the calendar subcommittee, the ABEA has agreed that Draft #1 is the preferred option and they have agreed to sign a side letter allowing us to have teachers start the week before students. We are pleased to say that this will resolve the issue we have had the last two years where students have started before Labor Day but they have only been scheduled for one or two days that week (as would happen with calendar Draft #2).

We are grateful for the collaborative effort between the teachers and the School Committee members who served on this committee.

Please let me know if you have any questions.

Our Mission is to prepare all students to attain their full potential as life-long learners, critical thinkers, and productive citizens of our diverse community and global society.

**Calendar and School Schedule Survey
Spring 2016**

Question	Elem	All Teachers	Support	All Parents	Elementary	JH/HS
	Teachers		Staff		Parents	Parents
Would you prefer school to start before or after Labor Day?						
Before Labor Day	36%	39%	42%	22%	20%	22%
After Labor Day	10%	11%	17%	31%	31%	32%
After Labor Day when LD is 9/1-3, before when LD is 9/4-7	53%	50%	42%	48%	49%	46%

Preferred Start	Elem	All Teachers	Support	All Parents	Elementary	JH/HS
	Teachers		Staff		Parents	Parents
Two days week before students (as long as after 8/25)	32%	34%	51%			
Two days same week students start	68%	66%	50%			

If school starts before Labor Day, should the Friday before Labor Day be a no school day?	Elem	All Teachers	Support	All Parents	Elementary	JH/HS
	Teachers		Staff		Parents	Parents
Yes	80%	76%	73%	51%	53%	56%
No	20%	24%	27%	49%	47%	44%

Should the schools continue to close school on Rosh Hashanah, Yom Kippur and Good Friday?	Elem	All Teachers	Support	All Parents	Elementary	JH/HS
	Teachers		Staff		Parents	Parents
Yes	47%	50%	40%	38%	38%	41%
No	53%	50%	60%	62%	62%	59%

If we have school on Rosh Hashanah and Yom Kippur, would you request those days off/keep your child out of school?

	Elem Teachers		Support Staff		Elementary Parents	JH/HS Parents
	All Teachers	All Parents	All Teachers	All Parents	Parents	Parents
Yes	7%	9%	3%	9%	8%	11%
No	93%	91%	97%	91%	92%	89%

If we have school on Good Friday, would you request that day off/keep your child out of school?

	Elem Teachers		Support Staff		Elementary Parents	JH/HS Parents
	All Teachers	All Parents	All Teachers	All Parents	Parents	Parents
Yes	34%	29%	22%	12%	14%	12%
No	66%	71%	78%	88%	86%	88%

If we have 1/2 day on Good Friday, would you request that day off/keep your child out of school?

	Elem Teachers		Support Staff		Elementary Parents	JH/HS Parents
	All Teachers	All Parents	All Teachers	All Parents	Parents	Parents
Yes	22%	17%	15%	9%	11%	10%
No	78%	83%	85%	91%	89%	90%

Q 10. Which vaca schedule do you prefer?

current (Feb/Apr)
1 week in March, 3 day weekends in Feb/Apr
Other

	Elem Teachers		Support Staff		Elementary Parents	JH/HS Parents
	All Teachers	All Parents	All Teachers	All Parents	Parents	Parents
current (Feb/Apr)	80%	77%	49%	47%	46%	49%
1 week in March, 3 day weekends in Feb/Apr	17%	19%	47%	49%	51%	48%
Other	4%	6%	5%	6%	7%	7%

Q 11. Which elem. schedule do you prefer?

	Elem Teachers		Support Staff		Elementary Parents	JH/HS Parents
	All Teachers	All Parents	All Teachers	All Parents	Parents	Parents
early	86%	61%	80%	58%	72%	
late	13%	10%	10%	14%	14%	
n/a	1%	29%	10%	30%	16%	

Q 12. Would you prefer a fixed schedule?	Elem		Support		Elementary	JH/HS
	Teachers	All Teachers	Staff	All Parents	Parents	Parents
yes if on early schedule	61%	44%	48%	37%	47%	
yes if on late schedule	7%	5%	4%	7%	7%	
yes regardless of schedule	17%	13%	21%	14%	14%	
no prefer to alternate	19%	14%	21%	15%	19%	
n/a	1%	28%	9%	30%	17%	

Q 13. Early release frequency	Elem		Support		Elementary	JH/HS
	Teachers	All Teachers	Staff	All Parents	Parents	Parents
Keep 2/month & extend day by 5 min	40%	28%	26%	25%	29%	
Early release every week	50%	37%	44%	20%	23%	
Early release 1x/month	13%	10%	22%	32%	36%	
n/a	1%	27%	9%	27%	16%	

Q 14. Early release day	Elem		Support		Elementary	JH/HS
	Teachers	All Teachers	Staff	All Parents	Parents	Parents
Wednesday	42%	29%	27%	22%	25%	
Thursday	64%	46%	62%	41%	46%	
n/a	1%	29%	12%	40%	33%	

Acton-Boxborough Regional School District
SCHOOL CALENDAR, 2017-2018 DRAFT #1
Bold Underlined Dates = No School Days

Sept.	M	T	W	T	F
28	29	30	31	<u>1</u>	
<u>4</u>	<u>5</u>	6	7	8	
11	12	13	14	15	
18	19	20	<u>21</u>	22	
25	26	27	28	29	

Teachers' mtgs – Aug 30 & 31
 Schools Open – Sept 5
 Labor Day – Sept 1 & 4
 *K-12 Early Dis for Prof L
 Rosh Hashana – Sept 21
 School Days - 18

Jan.	M	T	W	T	F
	<u>1</u>	2	3	4	5
	8	9	10	11	12
	<u>15</u>	16	17	18	19
	22	23	24	25	26
	29	30	31		

Schools Open - Jan 2
 JH Early Dis for Confs – Jan
 Martin Luther King Day - Jan 15

 School Days - 21

Oct.	M	T	W	T	F
2	3	4	5	6	
<u>9</u>	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

Columbus Day – Oct 9

 Elem Early Dis for Confs –
 School Days – 21

Feb.	M	T	W	T	F
				1	2
	5	6	7	8	9
	12	13	14	15	16
	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
	26	27	28		

*K-12 Early Dis for Prof L. – Feb
 Presidents' Day - Feb 19
 Winter Recess - Feb 19-23
 School Days – 15

Nov.	M	T	W	T	F
			1	2	3
	6	<u>7</u>	8	9	<u>10</u>
	13	14	15	16	17
	20	21	22	<u>23</u>	<u>24</u>
	27	28	29	30	

Prof. Day – Nov 7 (no school/students)
 Elem Early Dis for Confs –
 Veterans Day - Nov 11 due to Sat holiday
 Half Day – Nov 22
 Thanksgiving Recess - Nov 23&24
 School Days - 18

Mar.	M	T	W	T	F
				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	<u>30</u>

HS Late Start **only for students NOT taking MCAS-**
 Good Friday – March 30
 School Days - 21

Dec.	M	T	W	T	F
					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>

*Elem Early Dis for Prof L. – Dec
 Jr High Early Dis for Confs –Dec
 Winter Recess - Dec. 25 – Jan 1
 School Days - 16

Apr.	M	T	W	T	F
	2	3	4	5	6
	9	10	11	12	13
	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>
	23	24	25	26	27
	30				

*K-12 Early Dis for Prof L. – Apr

 Patriots Day – Apr 16
 Spring Recess - Apr 16-20
 School Days - 16

 Note: See attached DESE list for some major religious holidays. Yom Kippur =9/30/17
 * Professional Learning for Staff Early Dismiss:

No School and Delayed Opening Announcements air on TV Channels 4, 5 and 7 and radio stations WBZ and WEIM. See postings at <http://abschools.org>

Acton Town Meeting begins April X, 2018. Boxborough Meeting begins May X, 2018.

Acton-Boxborough Regional School Committee Meetings are held twice a month. See <http://www.abschools.org/school-committee> for more information.

May	M	T	W	T	F
		1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	<u>28</u>	29	30	31	

HS Late Start **only for students NOT taking MCAS-**
 Memorial Day - May 28
 School Days - 22

June	M	T	W	T	F
					1
	4	5	6	7	8
	11	12	13	14	15
	<u>18</u>	19	20	21	22

Graduation – June 1
 Last day – June 18 (no snow days)
 (June 25 if 5 snow days used)
 School Days – 12
Total Days = 180

Acton-Boxborough Regional School District
SCHOOL CALENDAR, 2017-2018 DRAFT #1 B
Bold Underlined Dates = No School Days

Sept.	M	T	W	T	F
28	29	30	31	<u>1</u>	
<u>4</u>	<u>5</u>	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

Teachers' mtgs – Aug 30 & 31
 Schools Open – Sept 5
 Labor Day – Sept 1 & 4
 *K-12 Early Dis for Prof L
 School Days - 19

Jan.	M	T	W	T	F
<u>1</u>	2	3	4	5	
8	9	10	11	12	
<u>15</u>	16	17	18	19	
22	23	24	25	26	
29	30	31			

Schools Open - Jan 2
 JH Early Dis for Confs – Jan
 Martin Luther King Day - Jan 15
 School Days - 21

Oct.	M	T	W	T	F
2	3	4	5	6	
<u>9</u>	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

Columbus Day – Oct 9
 Elem Early Dis for Confs –
 School Days – 21

Feb.	M	T	W	T	F
				1	2
5	6	7	8	9	
12	13	14	15	16	
<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>	
26	27	28			

*K-12 Early Dis for Prof L. – Feb
 Presidents' Day - Feb 19
 Winter Recess - Feb 19-23
 School Days – 15

Nov.	M	T	W	T	F
			1	2	3
6	<u>7</u>	8	9	<u>10</u>	
13	14	15	16	17	
20	21	22	<u>23</u>	<u>24</u>	
27	28	29	30		

Prof. Day – Nov 7 (no school/students)
 Elem Early Dis for Confs –
 Veterans Day - Nov 11 due to Sat holiday
 Half Day – Nov 22
 Thanksgiving Recess - Nov 23&24
 School Days - 18

Mar.	M	T	W	T	F
				1	2
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

HS Late Start **only for students NOT taking MCAS-**
 School Days - 22

Dec.	M	T	W	T	F
					1
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>	

*Elem Early Dis for Prof L. – Dec
 Jr High Early Dis for Confs –Dec
 Winter Recess - Dec. 25 – Jan 1
 School Days - 16

Apr.	M	T	W	T	F
2	3	4	5	6	
9	10	11	12	13	
<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>	
23	24	25	26	27	
30					

*K-12 Early Dis for Prof L. – Apr
 Patriots Day – Apr 16
 Spring Recess - Apr 16-20
 School Days - 16

Note: See attached DESE list for some major religious holidays.

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		1	2	3	4
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
<u>28</u>	29	30	31		

HS Late Start **only for students NOT taking MCAS-**
 Memorial Day - May 28
 School Days - 22

June	M	T	W	T	F
					1
4	5	6	7	8	
11	12	13	<u>14</u>	15	
18	19	20	21	22	

Graduation – June 1
 Last day – June 14 (no snow days)
 (June 21 if 5 snow days used)
 School Days – 10
Total Days = 180

Acton-Boxborough Regional School District
SCHOOL CALENDAR, 2017-2018 DRAFT #2
Bold Underlined Dates = No School Days

Sept.	M	T	W	T	F
28	29	30	31	1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

Teachers' mtgs – Aug 28 & 29
 Schools Open – Aug 30
 Labor Day – Sept 1 & 4
 *K-12 Early Dis for Prof L
 Rosh Hashana – Sept 21
 School Days - 20

Jan.	M	T	W	T	F
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30	31			

Schools Open - Jan 2
 JH Early Dis for Confs – Jan
 Martin Luther King Day - Jan 15

 School Days - 21

Oct.	M	T	W	T	F
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				

Columbus Day – Oct 9

 Elem Early Dis for Confs –
 School Days – 21

Feb.	M	T	W	T	F
				1	2
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28			

*K-12 Early Dis for Prof L. – Feb
 Presidents' Day - Feb 19
 Winter Recess - Feb 19-23
 School Days – 15

Nov.	M	T	W	T	F
			1	2	3
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30		

Prof. Day – Nov 7 (no school/students)
 Elem Early Dis for Confs –
 Veterans Day - Nov 10 due to Sat holiday
 Half Day – Nov 22
 Thanksgiving Recess - Nov 23&24
 School Days - 18

Mar.	M	T	W	T	F
				1	2
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

HS Late Start **only for students NOT taking MCAS-**
 Good Friday – March 30
 School Days - 21

Dec.	M	T	W	T	F
					1
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	

*Elem Early Dis for Prof L. – Dec
 Jr High Early Dis for Confs –Dec
 Winter Recess - Dec. 25 – Jan 1
 School Days - 16

Apr.	M	T	W	T	F
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30					

*K-12 Early Dis for Prof L. – Apr

 Patriots Day – Apr 16
 Spring Recess - Apr 16-20
 School Days - 16

Note: See attached DESE list for some major religious holidays. Yom Kippur =9/30/17
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May	M	T	W	T	F
		1	2	3	4
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30	31		

HS Late Start **only for students NOT taking MCAS-**
 Memorial Day - May 28
 School Days - 22

June	M	T	W	T	F
					1
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	

Graduation – June 1
 Last day – June 14 (no snow days)
 (June 21 if 5 snow days used)
 School Days – 10
Total Days = 180

Acton-Boxborough Regional School District
SCHOOL CALENDAR, 2017-2018 DRAFT #2 B
Bold Underlined Dates = No School Days

Sept.	M	T	W	T	F
	28	29	30	31	<u>1</u>
	<u>4</u>	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	25	26	27	28	29

Teachers' mtgs – Aug 28 & 29
 Schools Open – Aug 30
 Labor Day – Sept 1 & 4
 *K-12 Early Dis for Prof L
 School Days - 21

Jan.	M	T	W	T	F
	<u>1</u>	2	3	4	5
	8	9	10	11	12
	<u>15</u>	16	17	18	19
	22	23	24	25	26
	29	30	31		

Schools Open - Jan 2
 JH Early Dis for Confs – Jan
 Martin Luther King Day - Jan 15
 School Days - 21

Oct.	M	T	W	T	F
	2	3	4	5	6
	<u>9</u>	10	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30	31			

Columbus Day – Oct 9
 Elem Early Dis for Confs –
 School Days – 21

Feb.	M	T	W	T	F
				1	2
	5	6	7	8	9
	12	13	14	15	16
	<u>19</u>	<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
	26	27	28		

*K-12 Early Dis for Prof L. – Feb
 Presidents' Day - Feb 19
 Winter Recess - Feb 19-23
 School Days – 15

Nov.	M	T	W	T	F
			1	2	3
	6	<u>7</u>	8	9	<u>10</u>
	13	14	15	16	17
	20	21	22	<u>23</u>	<u>24</u>
	27	28	29	30	

Prof. Day – Nov 7 (no school/students)
 Elem Early Dis for Confs –
 Veterans Day - Nov 10 due to Sat holiday
 Half Day – Nov 22
 Thanksgiving Recess - Nov 23&24
 School Days - 18

Mar.	M	T	W	T	F
				1	2
	5	6	7	8	9
	12	13	14	15	16
	19	20	21	22	23
	26	27	28	29	30

HS Late Start **only for students NOT taking MCAS-**
 School Days - 22

Dec.	M	T	W	T	F
					1
	4	5	6	7	8
	11	12	13	14	15
	18	19	20	21	22
	<u>25</u>	<u>26</u>	<u>27</u>	<u>28</u>	<u>29</u>

*Elem Early Dis for Prof L. – Dec
 Jr High Early Dis for Confs –Dec
 Winter Recess - Dec. 25 – Jan 1
 School Days - 16

Apr.	M	T	W	T	F
	2	3	4	5	6
	9	10	11	12	13
	<u>16</u>	<u>17</u>	<u>18</u>	<u>19</u>	<u>20</u>
	23	24	25	26	27
	30				

*K-12 Early Dis for Prof L. – Apr
 Patriots Day – Apr 16
 Spring Recess - Apr 16-20
 School Days - 16

Note: See attached DESE list for some major religious holidays.

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May	M	T	W	T	F
		1	2	3	4
	7	8	9	10	11
	14	15	16	17	18
	21	22	23	24	25
	<u>28</u>	29	30	31	

HS Late Start **only for students NOT taking MCAS-**
 Memorial Day - May 28
 School Days - 22

June	M	T	W	T	F
					1
	4	5	6	7	8
	11	<u>12</u>	13	14	15
	18	19	20	21	22

Graduation – June 1
 Last day – June 12 (no snow days)
 (June 19 if 5 snow days used)
 School Days – 8
Total Days = 180

OCTOBER through MAY = 151 Days + 21 in Sept = 172 Days

11/14/16

- 9.2 The work year of teachers shall be one hundred and eighty-three (183) days or three (3) days longer than the minimum school year required by the State Board of Education, whichever is greater. The school year shall begin not earlier than the first Tuesday after Labor Day and terminate no later than June 30, except when Labor Day falls on September 3 through September 7, when school may begin on the last Monday in August. In the event that school begins prior to Labor Day, schools will be closed on the Friday preceding Labor Day. Teachers will not be scheduled to report more than two calendar days before the scheduled arrival of students. School will not be in session for one week in February, which contains President's Day, nor one week in April, which contains Patriot's Day, except for emergencies due to building schedules.

The school year shall include all days on which pupils are in attendance in accordance with the rules and regulations of the State Board of Education and orientation day(s) and professional learning day(s). New teachers may be required to attend two additional orientation days. When a teacher has completed his or her responsibilities at the end of a school year and he or she has "checked out" with the appropriate Principal, such teacher need not delay departure until other teachers have checked out.

At the discretion of the School Committee, one additional day or two evening conference nights may be added to the schedule. If added, teachers will be compensated at a rate equivalent to 1/183 of Masters Step 1. The decision will be made when the School Committee determines the next year's school calendar. If an additional day is scheduled, it will be of equal length to a normal school day. If two nights are scheduled, no night session will be longer than three and one half hours (3.5 hrs.) in length and will end no later than 9:00 pm.

Massachusetts Legal Holidays

Holiday	2016	2017	2018
New Year's Day January First	Jan. 1, Fri.	Jan. 1, Sun. (3)	Jan. 1, Mon.
Martin Luther King, Jr. Day Third Monday in January	Jan. 18, Mon.	Jan. 16, Mon.	Jan. 15, Mon.
Washington's Birthday Third Monday in February	Feb. 15, Mon.	Feb. 20, Mon.	Feb. 19, Mon.
Patriots' Day Third Monday in April	Apr. 18, Mon.	Apr. 17, Mon.	Apr. 16, Mon.
Memorial Day Last Monday in May** (1)	May 30, Mon. (1)	May 29, Mon. (1)	May 28, Mon. (1)
Independence Day July 4th**	July 4, Mon.	July 4, Tues.	July 4, Wed.
Labor Day First Monday in September**	Sept. 5, Mon.	Sept. 4, Mon.	Sept. 3, Mon.
Columbus Day Second Monday in October* (Restrictions until 12 noon) (2)	Oct. 10, Mon. (2)	Oct. 9, Mon. (2)	Oct. 8, Mon. (2)
Veterans' Day November 11th* (Restrictions until 1pm) (2)	Nov. 11, Fri. (2)	Nov. 11, Sat. (2) (3)	Nov. 11, Sun. (2) (3)
Thanksgiving Day Customarily the fourth Thursday in November* (1)	Nov. 24, Thurs. (1)	Nov. 23, Thurs. (1)	Nov. 22, Thurs. (1)
Christmas Day December 25th* (1)	Dec. 25, Sun. (1)(3)	Dec. 25, Mon. (1)	Dec. 25, Tues. (1)

* - Full restrictions apply for ALL commerce

** - Restrictions apply except to retail

(1) Liquor Stores must be closed for Memorial, Thanksgiving, and Christmas Days.

(2) Many companies operate all day on these holidays, pending obtaining a local permit.

(3) All holidays falling on Sunday must be observed on Monday, under state law. Saturday holidays are observed on Saturday.

Rosh Hashana = Sept 21 (Thurs)

Yom Kippur = Sept 30 (Sat.)

Good Friday = Mar 30

Above is a list of all legal holidays observed in Massachusetts. State, county, and municipal offices are closed on the days listed above. Federal offices are only closed on holidays which the federal government recognizes (i.e. New Year's Day, Martin Luther King, Jr. Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving and Christmas). The term "federal holiday" is not applicable to individual states and the private sector since each state has jurisdiction over its holidays.

In Massachusetts certain holidays are subject to laws which restrict the type of work that may be performed as well as the kind of business and commercial activities that may remain open. Only those holidays followed by asterisks (*) have certain restrictions. On holidays not followed by asterisks, business and commercial activities may operate as usual.

Please note: Only retail establishments may open during the summer holidays of Memorial Day, Independence Day, and Labor Day. Retail establishments which operate on New Year's Day, Columbus Day after 12:00 p.m., or on November 11th after 1:00 p.m. are required to pay their employees time and one-half regardless of the number of employees on their payroll. Retail establishments which operate on the summer holidays of Memorial Day, Independence Day, and Labor Day must pay time and one-half if at least eight employees are on the payroll in the week the holiday falls (Sunday to Saturday).

For further information on holiday laws, contact Citizen Information Service:

Secretary of the Commonwealth
Citizen Information Service
One Ashburton Place, Room 1611
Boston, MA 02108-1512

Telephone: 617-727-7030
Toll-Free: 1-800-392-6090
TTY: 617-878-3889
Fax: 617-742-4528
Email: cis@sec.state.ma.us

U.S. OFFICE OF PERSONNEL MANAGEMENT

SNOW & DISMISSAL PROCEDURES FEDERAL HOLIDAYS

2017

2017 Holiday Schedule

Date	Holiday
Monday, January 2*	New Year's Day
Monday, January 16	Birthday of Martin Luther King, Jr.
Monday, February 20**	Washington's Birthday
Monday, May 29	Memorial Day
Tuesday, July 4	Independence Day
Monday, September 4	Labor Day
Monday, October 9	Columbus Day
Friday, November 10***	Veterans Day
Thursday, November 23	Thanksgiving Day
Monday, December 25	Christmas Day

*January 1, 2017 (the legal public holiday for New Year's Day), falls on a Sunday. For most Federal employees, Monday, January 2, will be treated as a holiday for pay and leave purposes. (See section 3(a) of Executive order 11582, February 11, 1971.)

Note:

Inauguration Day, January 20, 2017, falls on a Friday. An employee who works in the District of Columbia, Montgomery or Prince George's Counties in Maryland, Arlington or Fairfax Counties in Virginia, or the cities of Alexandria or Fairfax in Virginia, and who is regularly scheduled to perform nonovertime work on Inauguration Day, is entitled to a holiday. (See 5 U.S.C. 6103(c).) There is no in-lieu-of holiday for employees who are not regularly scheduled to work on Inauguration Day./p>

** This holiday is designated as "Washington's Birthday" in section 6103(a) of title 5 of the United States Code, which is the law that specifies holidays for Federal employees. Though other institutions such as state and local governments and private businesses may use other names, it is our policy to always refer to holidays by the names designated in the law.

*** November 11, 2017 (the legal public holiday for Veterans Day), falls on a Saturday. For most Federal employees, Friday, November 10, will be treated as a holiday for pay and leave purposes. (See 5 U.S.C. 6103(b).)

TO: AB SCHOOL COMMITTEE, GLENN BRAND, MARIE ALTIERI, DEBORAH BOOKIS
FROM: KATIE NEVILLE
SUBJECT: INDIGENOUS PEOPLES' DAY AND OUR SCHOOL CALENDAR
DATE: NOVEMBER 28, 2016

I propose that we make a small, but meaningful change as to how we reflect the second Monday of October on our district school calendar.

There is a growing movement to re-brand Columbus Day as Indigenous Peoples' Day.

Back in 1992 (500 years after Columbus "sailed the ocean blue"), Berkeley, CA made this change. It has since spread across the country with cities across 20 states adopting the change. Just this past October, municipalities and educational institutions in Massachusetts celebrated their first Indigenous Peoples' Day, with formal recognition by the cities of Cambridge, Amherst and Northampton.

The resolution Cambridge passed does a great job of summarizing the reasons for this change, so rather than re-invent the wheel, I will share a selection from their resolution:

“WHEREAS: [Columbus Day] commemorates the landing of Christopher Columbus in the Americas on October 12, 1492; and

“WHEREAS: The First Voyage of Columbus to the Americas also initiated the transatlantic slave trade, journal entries from Columbus show his desire to enslave the Indigenous populations of the Caribbean, and he imprisoned and transported many hundreds of people to this end; and

“WHEREAS: Columbus' Second Voyage of 1493 was one of conquest, wherein seventeen ships were led by him to the New World, and his governorship of the Caribbean instituted systematic policies of slavery and extermination of Indigenous populations, especially the Taino people whose population was reduced from approximately 8 million to 100,000 during Columbus' reign, being further reduced by the continuation of his policies until near-extinction in 1542; and...

“WHEREAS: Other localities have adopted Indigenous Peoples' Day as a counter-celebration to Columbus Day, to promote Indigenous cultures and commemorate the history of Indigenous Peoples; and

“WHEREAS: Cambridge believes that the cultures of the Indigenous Peoples of the Americas are worthy of being promoted, that the history is rich, diverse, and worthy of celebration, and that the actions and policies of European colonizers of the Americas destroyed a part of those cultures, and inhibited the promulgation of it for generations to come; and

“WHEREAS: Cambridge recognizes the fact that the City is built upon the homelands and villages of the Massachusetts Indigenous Peoples of this region; and,

“WHEREAS: The City values the many contributions made to our community through Indigenous Peoples' knowledge, labor, technology, science, philosophy, arts and the overall cultural contribution that has substantially shaped the character of the City of Cambridge; and...

“NOW THEREFORE, BE IT HEREBY RESOLVED: That the Council go on the record to state that the second Monday of October henceforth be commemorated as Indigenous Peoples' Day in Cambridge, in recognition of the position of Indigenous Peoples as native to these lands, and the suffering they faced following European conquest of their land; and be it further

“RESOLVED: That the Council recommends that Indigenous Peoples' Day be observed by the people to reflect upon the ongoing struggles of Indigenous People on this land, and to celebrate the thriving culture and value that Indigenous Peoples add to our City; and be it further ...

“RESOLVED: That the City of Cambridge will encourage Cambridge Public Schools to observe this day, with appropriate exercises and instruction in the schools around the time of Indigenous Peoples' Day, to the end that the culture, history and diversity of Indigenous Peoples be celebrated and perpetuated”

It goes on, but what I really hope you will take away from this is that we as a district can and should create the opportunity for confronting false narratives and encouraging both a fuller understanding of our history and a celebration of Indigenous culture.

This change costs us nothing but makes a powerful statement. I hope my fellow committee members will consider supporting such a change on our district calendar.

Resources:

<https://www.bostonglobe.com/metro/2016/10/10/massachusetts-communities-celebrate-first-indigenous-peoples-day/vWyEpQd6MQtYenY0pYH2ON/story.html>

<http://www.npr.org/sections/thetwo-way/2016/10/07/497046525/indigenous-peoples-day-gains-momentum-as-a-replacement-for-columbus-day>

<http://www.indigenouspeoplesdayma.org/wp-content/uploads/2016/02/Cambridge-City-Council-Resolution-12-4-15.pdf>

<https://thinkprogress.org/movement-to-celebrate-indigenous-peoples-day-is-spreading-f5405a9a126c#.bwhnm2ilj>

ACKNOWLEDGING RELIGIOUS HOLIDAYS

The Acton-Boxborough Regional School District observes the establishment clause of the first amendment to the Constitution which guarantees both the separation of church and state and also the right of an individual to free speech. The School Committee understands that there can be a tension between these two parts of the first amendment. The schools must also respect the laws of the Commonwealth of Massachusetts.

In addition, we recognize that in any group there are diverse cultural, ethnic, religious and social traditions which should be understood through educational practice. We shall recognize and honor our differences, not ignore them. Students and staff will be encouraged to appreciate and accept ethnic and religious diversity. We shall be respectful of the beliefs and practices of others.

Students in the Acton-Boxborough Regional School District will not be penalized for late homework, assignments, quizzes, tests or other educational expectations due to missed school days for religious observances as long as the teacher is notified appropriately and the school work is made up in the timeframe detailed in the procedures acknowledging religious holidays.

REF: School Ceremonies and Religious Holiday Observances, File: IMD and IMD-R

Approved: 11/21/13

ACKNOWLEDGING RELIGIOUS HOLIDAYS

Instructional Practices

1. A good education acknowledges the importance of studying about religion. This study would include such learning activities as an analysis of the role of religion in culture and an appreciation of its importance in order to reach a balanced understanding of civilization and society.
2. The treatment of religion in the schools will meet the Supreme Court's constitutional boundaries set forth in the three-part test of Lemon v. Kurtzman: (1) the activity must have a secular purpose, (2) the principal or primary effect of the activity must be one that neither advances nor inhibits religion, (3) the activity avoids excessive governmental entanglement with religion.
3. Teachers will be sensitive and knowledgeable about the diversity of religious beliefs of the students in their classes. Instructional practices will balance religious beliefs so that all students will feel included; no student will be asked to participate in class activities associated with religion if unwilling, or if a parent expresses unwillingness. Parents/Guardians and/or students should notify the teacher of such a request.
4. Community resources and personnel should be used whenever possible by the schools when activities related to religious holidays are planned and implemented.
5. The School District calendar(s) will include the DESE list of religious holidays
6. Students will be accommodated if they request of the teacher that they be excused from participating in activities involving religion and/or if they are unable to participate in regular activities due to religious observances. Written parent permission should accompany such student requests.
7. The School District will use the standard grievance procedure to resolve differences resulting from the implementation of these guidelines (e.g., appeal to teacher, to Principal, Superintendent, to the School Committee).

Homework and Tests

8. Students' observance of a religious holiday may have an impact on their preparing work for the next school day. Students will not be expected to complete daily homework assigned the evening before, or the day of the religious holiday. Assignments and tests should be made up in a time span that is reasonable to both students and teachers. Typically for every day of a religious holiday there should be an opportunity for at least one makeup day. In addition, teachers will not give assessments or introduce major new concepts and/or applications on the religious holiday itself. However, long-term assignments may be expected to be due the day before or the day after the religious holiday.

Curriculum Content

9. As part of a study about the role religion plays in history, culture and the arts, teachers may use religious symbols, art, and music as well as literature drawn from a religious tradition.

Sports and Extra-Curricular Activities

10. School sports, tryouts and extra-curricular activities should be scheduled so that students will be accommodated if unable to participate due to their observance of a religious holiday.

Activities, Displays and Exhibits

11. Holiday displays and exhibits in classrooms and schools will be designed to help students appreciate the variety and value of religious traditions in the world. These displays shall not be solely focused on one or two specific holidays. Activities must have an instructional purpose. The principle effect of the activity must be one that neither advances nor inhibits religion.

Programs and Observances Related to a Religious Holiday

12. Programs (assemblies, plays or other activities) conducted during any religious holiday should be evaluated as to their purpose and effect. Their presentation, content, theme or timing must be secular/educational.

The Use of Religious Music

13. Music programs should be planned in accordance with the music curriculum objectives. (See also 2, 3, and 6 above.) Music instruction and performance will be designed to help students appreciate the variety and value of cultural and religious traditions in the world.

REF: School Ceremonies and Religious Holiday Observances, File: IMD and IMD-R

LEGAL REF.: All Collective Bargaining Agreements

Approved: 11/21/13