

## HOLIDAYS

The district will comply with RCW 28A.150.050 which states:

The following are school holidays and school may not be taught on these days:

1. Sunday;
2. The first day of January, commonly called New Year's Day;
3. The third Monday of January celebrated as the anniversary of the birth of Martin Luther King, Jr.;
4. The third Monday of February, to be known as Presidents' and celebrated as the anniversary of the births of Abraham Lincoln and George Washington;
5. The last Monday in May, commonly known as Memorial Day;
6. The fourth day of July, the anniversary of the Declaration of Independence ;
7. The first Monday in September, to be known as Labor Day;
8. The eleventh day of November, to be known as Veterans' Day;
9. The fourth Thursday in November, commonly known as Thanksgiving Day;
10. The Friday immediately following the fourth Thursday in November, to be known as Native American Heritage Day after Thanksgiving; and
11. The twenty-fifth day of December, commonly called Christmas Day.

No reduction from a teacher's time or salary may be made by reason of the fact that a school day happens to be one of the days referred to as a day on which school is not taught.

The district will comply with RCW 1.16.060 to the extent it applies to school districts.

1) Whenever any state legal holiday:

- (a) Other than Sunday, falls upon a Sunday, the following Monday is the legal holiday; or
- (b) Falls upon a Saturday, the preceding Friday is the legal holiday.

2) School District employees are entitled to two unpaid holidays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church, or religious organization. The employee may select the days on which the employee desires to take the two unpaid holidays after consultation with the employer.

If an employee prefers to take the two unpaid holidays on specific days for a reason of faith or conscience, or an organized activity conducted under the auspices of a religious denomination, church, or religious organization, the district must allow the employee to do so unless the employee's absence would impose an undue hardship.

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Cross References:	Board Policy 2336	Required Observances (Veterans Day, Constitution Day, Temperance and Good Citizenship Day, Disability History Month)
Legal References:	RCW 1.16.050	Legal holidays and legislatively recognized days
	RCW 28A.150.050	School holidays

Revisions: 1/12/11, 9/24/18  
Adoption Date: January 15, 2003  
Woodland School District #404