



Administrative Memo

TO: Burlington School District Administrators
FROM: Superintendent Obeng
SUBJECT: Excused Absences for Religious Holy Days- School Year Calendar
DATE: May 21, 2018

Context:

BSD is committed to equity practices that include respect for religious Holy Days. Considering that no faith or religious practice is monolithic, it is difficult as a District to determine what is of primary importance to our students in regards to a religious holy day. Through dialogue with our community leaders, our equity staff, and Board of School Commissioners, we have determined that we need a practice that does not penalize our students for honoring their faith commitments.

Action:

Starting in the school year 2018-2019 and going forward, the days listed on the following “BSD Holy Days” document shall be considered excused absences for students wishing to practice their faith. Additionally, all staff and school buildings will observe the following best practices to ensure our students have the choice to engage in their faith practices without penalty:

- Refrain from scheduling any major school events on any of these dates, including in the evening.
- Do not schedule exams, tests, or any significant assignments on these dates without also providing provisions for students who need to be away.
- Avoid beginning to teach new content on these days unless you have planned to help students get up to speed.
- Avoid using these days as due dates for large projects.
- Teachers will make themselves available for Callbacks/School-wide Supported Study (if applicable) before and after the holy day.
- For attendance taking purposes, please use the code “Absence Excused” or AE.
- Athletic coaches and other co-curricular activity directors will honor these excused absences.

In cases where there is a discrepancy, staff should feel empowered to ask for communication (phone call, letter, text, email, etc.) from the student’s parent/guardian to confirm their participation. Please note that this procedural mandate is for the benefit of our students. Staff should please refer to HR practices regarding the use of personal days around their faith days.

Thank you for working to accommodate the needs of our students and create a more inclusive learning environment for all.

Superintendent Obeng

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Burlington School District Holy Days

Month	Holiday	Total Days	Potential Missed Days	Start Date/Time	End Date/Time	Associated Religion
June 2018	Laylat al Kadr	1	1	Sunday, 06/10/2018 Sunset	Monday, 06/11/2018 Sunset	Islam
June 2018	Eid al Fitr - Ramadan ends	3	1	Friday, 06/15/2018	Sunday, 06/17/2018	Islam
July 2018	Tish'a B'av	1	0	Sunday, 7/22/2018	Sunday, 7/22/2018	Judaism
August 2018	Eid al Adha	4	0	Wednesday, 8/22/2018	Saturday, 8/25/2018	Islam
September 2018	Rosh HaShannah	2	2	Sunday, 09/09/18 6:58 PM	Tuesday, 09/11/18 8:00 PM	Judaism
September 2018	Hijra - New Year	1	1	Wednesday, 09/12/18	Wednesday, 09/12/18	Islam
September 2018	Yom Kippur	1	1	Tuesday, 09/18/18 6:39 PM	Wednesday, 09/19/18 7:45 PM	Judaism
September 2018	Sukkot	2	2	Sunday, 09/23/18 6:29 PM	Tuesday, 09/25/18 7:33 PM	Judaism
September 2018	Hoshana Raba	1	0	Saturday, 09/29/18 7:26 PM	Sunday, 09/30/18 6:16 PM	Judaism
Sept/Oct 2018	Shmini Atzeret	1	1	Sunday, 09/30/18 6:16 PM	Monday, 10/01/18 7:22 PM	Judaism
October 2018	Vijaya Dasami (Dashara)	6	4	Friday, 10/19/2018	Wednesday, 10/24/2018	Hinduism
November 2018	Diwali/Dipwali	3	3	Wednesday, 11/7/2018	Friday, 11/9/2018	Hinduism
December 2018	Tamu Losar (Gurung New Year)	1	0	Sunday, 12/30/2018	Sunday, 12/30/2018	Buddhism/Gurung
December 2018	Chanukah	8	0	Sunday, 12/02/18 5:04 PM	Monday 12/10/18 Sunset	Judaism
February 2019	Sonam Losar (Tamang New Year)	1	1	Tuesday, 2/5/2018	Tuesday, 2/5/2018	Buddhism/Tamang
February 2019	Tết (Vietnamese New Year)	1	1	Tuesday, 2/5/2018	Tuesday, 2/5/2018	
March 2019	Purim	1	0	Wednesday, 03/20/19 Sunset	Thursday, 03/21/19 Sunset	Judaism
March 2019	Holi	1	1	Wednesday, 3/20/2018	Wednesday, 3/20/2018	Hinduism
April 2019	Passover I & 2	2	0	Friday, 04/19/19 7:24 PM	Sunday, 04/21/19 8:35 PM	Judaism
April 2019	Passover 7 & 8	2	1	Thursday, 04/25/19 7:32 PM	Saturday, 04/27/19 8:42 PM	Judaism
May/June 2019	Ramadan	30	n/a	Sunday, 5/5/2018, Sunrise	Tuesday, 06/03/19 Sunset	Islam
May 2019	Buddha Purnina	1	0	Saturday, 5/18/2018	Saturday, 5/18/2018	Buddhism and Hinduism
May 2019	Laylat al Kadr	2	0	Friday, 5/31/19 Sunset	Saturday, 06/01/2019 Sunset	Islam
June 2019	Shavuot	2	1	Saturday, 06/08/19 9:25 PM	Monday, 06/10/19 9:27 PM	Judaism
June 2019	Eid Al Fitr	3	1 or 2	Tuesday, 6/4/2019	Thursday, 06/06/2019	Islam