

# HOT TOPICS

## TABCO MASTER AGREEMENT

### School Calendar & Religious Observance

**What is considered when building the school calendar? How are educators who practice various cultural and religious observances protected?**

#### Relevant Contract Language

- Master Agreement (MA) Article 20.1
- Master Agreement (MA) Article 12.15

#### School Calendar

- When considering the school calendar, the Board of Ed must ensure MSDE requirements including:
  - A minimum of 180 student days
  - A minimum of 3 hours to be considered a school day
  - A minimum of 1,170 hours of instruction for high school students
- They must also follow Master Agreement Article 20.1 which states that the school calendar shall contain no more than 191 duty days for 10-month educators.
- 2023-24 school year FAQs:
  - June 11 – last day of school if no inclement weather days are used
  - June 12, 13, 14 will be used as inclement weather make-up days
  - More days may be added if needed to meet the minimum student day and hour requirements

### Religious Observance

- 10-month educators are entitled to a total of 5 days for religious observance. This includes 2 days of religious observance leave and your 3 urgent/personal business days.
- To use your days for religious observance, you are required to submit in writing your intent to be absent for religious leave one week in advance.
- You do not have to submit documentation from a religious authority unless you need more than the five days designated in the Master Agreement.
- If professional development is held on days of religious observance, educators must be provided non-planning duty time to make up the training. (MA 12.15)

**You are a part of TABCO and together we are strong!**