

MEMORANDUM

TO: Duluth School Board

FROM: Theresa Severance, Executive Director, Human Resources and Operations

DATE: December 8, 2022

RE: Martin Luther King Jr day and Juneteenth Holidays

Equity for students, families and staff is a key priority for Duluth Public Schools. As part of our efforts to ensure that our practices align with our beliefs, we are modifying our calendar to recognize Martin Luther King Jr day and Juneteenth as employee holidays.

Martin Luther King Jr. Day is a federal holiday in the United States marking the birthday of Martin Luther King Jr. It is observed on the third Monday of January each year.

Juneteenth is a federal holiday in the United States commemorating the emancipation of enslaved African Americans. It is celebrated on June 19 of each year.

We will work with respective bargaining units to approve a memorandum of understanding with the intent to start the recognition of these days as employee holidays in 2023.

We will continue to examine our practices of holiday recognition through our District calendar committee.