



Board Meeting Date: 3/13/2023

Title: Employee Holiday Schedule 2022-2025

Type: Consent

Presenter(s): Sonya Sailer, Director of Human Resources

Background: Edina Public Schools traditionally maintains a three-year holiday schedule to provide employees with ample notice of days the school district will be closed. Whether an employee is eligible for holiday pay is dependent on their position, employment status, and work agreement. Twelve-month, full-time employees currently enjoy eleven paid holidays on an annual basis. In recognition of Juneteenth, a twelfth holiday was added to the district's last three collectively bargained agreements for twelve-month employees representing the Edina Administrative Council, Edina Professional Association of Support Staff, and Transportation Employees).

Approval of the attached Employee Holiday Schedule will both add Juneteenth as a twelfth holiday to the already established 2022-2023 and 2023-2024 holiday schedules and establish the 2024-2025 holiday schedule. Employees whose positions fall into one of the school district's non-collectively bargained employee groups, and who are currently eligible to receive eleven paid holidays under their guidebook, will become eligible to enjoy twelve paid holidays beginning this year because of this new schedule. Employees that are part of a collectively bargained employee group will receive this increased benefit if included within their negotiated settlement.

Recommendation: Approve the attached Employee Holiday Schedule 2022-2025.

Attachment(s): Employee Holiday Schedule 2022-2025