

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE** : JUNE 26, 2023

**TO** : BOARD OF EDUCATION

**FROM** : JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES

**SUBJECT** : JUNETEENTH HOLIDAY

**COMMENTS:**

During the recently concluded legislative session, Minnesota Statute §645.44, subdivision 5, was amended to designate Juneteenth (June 19) as a Holiday. The statutes identify specific holidays on which no official school business can take place.

We subsequently received guidance from the Minnesota School Board Association (MSBA) and the Minnesota Department of Education (MDE) pertaining to the Juneteenth holiday. The guidance from both agencies is that districts should treat Juneteenth as a holiday on which no official school business should take place including summer school, community education activities or office work at school sites or other district locations. Specifically, the guidance is to treat Juneteenth in the same manner that July 4th is treated with respect to being a named holiday during which the system is closed. The statutes were also updated to provide limited exceptions for certain holidays. The updated statute providing this exception does not include Juneteenth in the list of holidays during which school business can take place.

The Juneteenth Holiday is not currently addressed within any School Board Policy or within any collective bargaining agreements.

Due to the limited timeline for implementation of the statutory changes, it is recommended that Juneteenth (June 19th) be officially recognized for 2023 only as a paid day for staff who would have been otherwise contracted to work on June 19, 2023; and that Juneteenth be addressed through the collective bargaining process for 12-month employee contracts for subsequent years.

**ACTION:**

The motion was offered by \_\_\_\_\_, seconded by \_\_\_\_\_, and carried ( ) that June 19, 2023; be officially recognized as a paid day for staff who would have been otherwise contracted to work on June 19, 2023; and that Juneteenth be addressed through the collective bargaining process for 12 month employee contracts for subsequent years..