

# Employee Work Year Calendar Changes + Impacts

December 5, 2023

## Purpose

This document outlines the employee work year calendar changes and impacts for each employee based on union, work year and classification.

## Table of Contents

<a href="#">Bargaining Unit Impacts - ATU, DCU, SEIU</a>	2
<a href="#">Bargaining Unit Impacts - PFSP</a>	4
<a href="#">Licensed Administrator Calendar Changes</a>	6
<a href="#">Non-Represented Employees Calendar Changes</a>	8
<a href="#">Extended School Year Employee FAQs</a>	10

## Bargaining Unit Impacts - ATU, DCU, SEIU

Calendar Changes	Bargaining Unit Impacts			
	ATU	DCU	SEIU Custodial	SEIU Nutrition
<b>December 18-22, 2023</b> new student instructional day (previously winter break)	New work days Paid regular rate	No change - work days	No change - work days	New work days Paid regular rate
<b>January 26, 2024</b> new student instructional day (previously PD / Plan day)	New work days Paid regular rate	No change - work day	No change - work day	New work days Paid regular rate
<b>January 29, 2024</b> Teacher planning day (previously CSI/TSI PD day)	No change - <u>no</u> work	No change - work day	No change - work day	No change - <u>no</u> work
<b>February 19, 2024</b> President's day, Inclement weather makeup day/now new student instructional day	New work days Overtime rate of pay	New work day	New work day Overtime rate of pay	New work days Overtime rate of pay
<b>April 8, 2024</b> new student instructional day	No change - work day	No change - work day	No change - work day	New work days Paid regular rate
<b>June 12, 2024</b> Inclement weather makeup day/now new student instructional day (previously teacher grading, PFSP PD)	New work days Paid regular rate	No change - work day	No change - work day	New work days Paid regular rate
<b>June 13, 2024</b> Inclement weather makeup up day/now new student instructional day (previously teacher grading, PFSP PD)	New work days Paid regular rate	No change - work day	No change - work day	New work days Paid regular rate
<b>June 14, 2024</b> new student instructional day	New work days Paid regular rate	No change - work day	No change - work day	New work days Paid regular rate
<b>June 17, 2024</b> new teacher grading day	No change - <u>no</u> work	No change - work day	No change - work day	No change - <u>no</u> work

Calendar Changes	Bargaining Unit Impacts			
	ATU	DCU	SEIU Custodial	SEIU Nutrition
<b>June 18, 2024</b> new teacher grading day	No change - <u>no</u> work	No change - work day	No change - work day	No change - <u>no</u> work

**SEIU Classification / Work Year Notes**

- Please refer to [this Letter of Agreement \(LOA\)](#) for additional details on leaves and compensation.

## Bargaining Unit Impacts - PFSP

Calendar Changes	PFSP Impacts				
	192	202	210	225	260
<b>December 18-22, 2023</b> new student instructional day (previously winter break)	5 new work days Paid regular rate	5 new work days Paid regular rate	5 new work days Paid regular rate	5 new work days Paid regular rate	<u>No change</u> - work day
<b>January 26, 2024</b> new student instructional day (previously PD / Planning day)	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled
<b>January 29, 2024</b> Teacher planning day (previously CSI/TSI PD day)	<u>No change</u> - <u>no</u> work	<u>No change</u> - <u>no</u> work	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>February 19, 2024</b> President's day, Inclement weather makeup day/now new student instructional day	School-based - New work day Paid at time and a half rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid at time and a half.	School-based - New work day Paid at time and a half rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid at time and a half.	School-based - New work day Paid at time and a half rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid at time and a half.	School-based - New work day Paid at time and a half rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid at time and a half.	School-based - New work day Paid at time and a half rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid at time and a half.
<b>April 8, 2024</b> new student instructional day	New work day Paid regular rate	New work day Paid regular rate	New work day Paid regular rate	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 12, 2024</b> Inclement weather makeup day/now new student instructional day	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled

Calendar Changes	PFSP Impacts				
	192	202	210	225	260
(previously teacher grading, PFSP PD)					
<b>June 13, 2024</b> Inclement weather makeup day/now new student instructional day (previously teacher grading, PFSP PD)	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled	<u>No change</u> - work day PD canceled
<b>June 14, 2024</b> Inclement weather makeup day/now new student instructional day	New work day Last day of the employee work year	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 17, 2024</b> new teacher grading day	<u>No change</u> - <u>no</u> work	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 18, 2024</b> new teacher grading day	<u>No change</u> - <u>no</u> work	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day

**PFSP Classification / Work Year Notes**

- Paraeducators, EAs, Bilingual EAs, and Library Assistants (except those at Columbia Regional) were paid 100% and worked 50% on 11/6-9, 11/13-17, 11/20-21. That is 11 days with full pay working 50% time. They have been paid 5.5 of the additional 8 days added to their work year. The remainder of the additional days added to their work year will be paid at their regular rate.
- SPED Records Clerks, OTs, PTs, and RBTs (except those at Columbia Regional) worked 50% time on 11/6-9, 11/13-17, 11/20-21 and have banked 11 days of paid time credit and have already been paid for the make-up days.
- 210 and 225 employees (all classifications) were informed by supervisors to not work on 11/22 with full pay which would be used toward make up days later. They have 1 full day toward make-up time. 210 and 225s have been paid 1 of the additional 7 days added to their work year. The remainder of the strike they worked full-time and will be paid for the additional days added to their work year.
- PFSP staff (with exception of those positions listed above) worked full time, following the [Employee Expectations During a PAT Work Stoppage](#), and will be paid for the additional days added to their work year.

## Licensed Administrators Calendar Changes

Calendar Changes	Licensed Administrators			
	233 School Based	233 Central Office	260 School Based	260 Central Office
<b>December 18-22, 2023</b> new student instructional day (previously winter break)	5 new work days Paid regular rate	No change - no work. Supervisor may ask you to work to support schools. If requested to work, you would be paid regular rate.	<u>No change</u> - work day	<u>No change</u> - work day
<b>January 26, 2024</b> new student instructional day (previously PD / Planning day)	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>January 29, 2024</b> Teacher planning day (previously CSI/TSI PD day)	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>February 19, 2024</b> President's day, Inclement weather makeup day/now new student instructional day	New work day Paid regular rate	New work day Swap for another day (e.g. another day during winter break.)	New work day Paid regular rate	New work day Swap for another day (e.g. another day during winter break.)
<b>April 8, 2024</b> new student instructional day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 12, 2024</b> new student instructional day (previously teacher grading, PFSP PD)	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 13, 2024</b> new student instructional day (previously teacher grading, PFSP PD)	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 14, 2024</b> new student instructional day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day

Calendar Changes	Licensed Administrators			
	233 School Based	233 Central Office	260 School Based	260 Central Office
<b>June 17, 2024</b> new teacher grading day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 18, 2024</b> new teacher grading day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day

## Non-Represented Employees Calendar Changes

Calendar Changes	Non-Represented Impacts				
	192	202	210	225	260
<b>December 18-22, 2023</b> new student instructional day (previously winter break)	5 new work days Paid regular rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid regular rate.	5 new work days Paid regular rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid regular rate.	5 new work days Paid regular rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid regular rate.	5 new work days Paid regular rate  Non-school-based - No change - no work. Supervisor may ask you to work if needed to support schools. If you are requested to work, you would be paid regular rate.	<u>No change</u> - work days
<b>January 26, 2024</b> new student instructional day (previously PD / Planning day)	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>January 29, 2024</b> Teacher planning day (previously CSI/TSI PD day)	<u>No change</u> - no work	<u>No change</u> - no work	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>February 19, 2024</b> President's day, Inclement weather makeup day/now new student instructional day	School-based - New work day Paid regular rate  Non-school-based - New work day. Swap for another day (e.g. another day during winter break.)	School-based - New work day Paid regular rate  Non-school-based - New work day. Swap for another day (e.g. another day during winter break.)	School-based - New work day Paid regular rate  Non-school-based - New work day. Swap for another day (e.g. another day during winter break.)	School-based - New work day Paid regular rate  Non-school-based - New work day. Swap for another day (e.g. another day during winter break.)	School-based - New work day Paid regular rate  Non-school-based - New work day. Swap for another day (e.g. another day during winter break.)
<b>April 8, 2024</b> new student instructional day	New work day	New work day	New work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 12, 2024</b> new student instructional day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day



Calendar Changes	Non-Represented Impacts				
	192	202	210	225	260
(previously teacher grading, PFSP PD)					
<b>June 13, 2024</b> new student instructional day (previously teacher grading, PFSP PD)	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 14, 2024</b> new student instructional day (previously no work for ATU, PAT, PFSP, SEIU NS)	New work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 17, 2024</b> new teacher grading day	<u>No change</u> - <u>no</u> work	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day
<b>June 18, 2024</b> new teacher grading day	<u>No change</u> - <u>no</u> work	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day	<u>No change</u> - work day

## Extended School Year Employee FAQs

For additional information regarding pay and leaves related to the extended school year, visit these [employee FAQs](#).