

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.

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Bargaining Unit Impacts - ATU, DCU, SEIU

Calendar Changes	Bargaining Unit Impacts			
	ATU	DCU	SEIU Custodial	SEIU Nutrition
December 18-22, 2023 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
January 26, 2024 new student instructional day (previously PD / Plan day)	New work days Paid regular rate	No change - work day	No change - work day	New work day Paid regular rate
January 29, 2024 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
February 19, 2024 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 (swapping for March 25, 2024)	New work day (swapping for March 25, 2024)
April 8, 2024 new student instructional day	No change - work day	No change - work day	No change - work day	New work day Paid regular rate
June 12, 2024 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 day Paid regular rate
June 13, 2024 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 day Paid regular rate
June 14, 2024 new student instructional day	New work days Paid regular rate	No change - work day	No change - work day	New work day Paid regular rate
June 17, 2024 new teacher grading day	No change - <u>no</u> work	No change - work day	No change - work day	New work day Paid regular rate

Calendar Changes	Bargaining Unit Impacts			
	ATU	DCU	SEIU Custodial	SEIU Nutrition
June 18, 2024 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
December 18-22, 2023 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
January 26, 2024 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
January 29, 2024 Teacher planning day (previously CSI/TSI PD day)	<u>No change</u> - <u>no</u> work	<u>No change</u> - <u>no</u> work	New work day Paid regular rate	<u>No change</u> - work day	<u>No change</u> - work day
February 19, 2024 President's day, Inclement weather makeup day/new new student instructional day	School-based - New work day Paid holiday pay and 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 for the holiday and time and half for all hours worked.	School-based - New work day Paid holiday pay and 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 for the holiday and time and half for all hours worked.	School-based - New work day Paid holiday pay and 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 for the holiday and time and half for all hours worked.	School-based - New work day Paid holiday pay and 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 for the holiday and time and half for all hours worked.	School-based - New work day Paid holiday pay and 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 for the holiday and time and half for all hours worked.
April 5, 2024 Teacher planning day	<u>No work</u>	<u>No work</u>	<u>No change</u> work day	<u>No change</u> - work day	<u>No change</u> - work day
April 8, 2024 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

Calendar Changes	PFSP Impacts				
	192	202	210	225	260
June 12, 2024 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
June 13, 2024 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
June 14, 2024 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
June 17, 2024 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
June 18, 2024 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
December 18-22, 2023 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
January 26, 2024 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
January 29, 2024 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
February 19, 2024 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.)
April 8, 2024 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
June 12, 2024 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
June 13, 2024 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

Calendar Changes	Licensed Administrators			
	233 School Based	233 Central Office	260 School Based	260 Central Office
June 14, 2024 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
June 17, 2024 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
June 18, 2024 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
December 18-22, 2023 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
January 26, 2024 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
January 29, 2024 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
February 19, 2024 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.)
April 8, 2024 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
June 12, 2024 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)					
June 13, 2024 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
June 14, 2024 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
June 17, 2024 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
June 18, 2024 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](#).