

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: Religious Holidays

Code Number: 404.9

Any employee whose religious affiliation requires the observance of recognized religious holidays of his or her faith may be excused by the Superintendent. An employee may not have to take unpaid leave for such religious practices if using personal or emergency leave.

To the extent that a collective bargaining agreement conflicts with this provision, the terms of the collective bargaining agreement shall supersede and replace this provision.

First Adoption: January 10, 1984 1
Revision Adoption: February 14, 1995/March 28, 2000/February 20, 2006
Legal Reference: Title VII of the Civil Rights Act of 1964, Sections 701(j),
703(a)(1) as amended 42 U.S.C. Sections 2000e(j), 2000e-
2(a)(1); 29 C.F.R. Section of 1605; Iowa Code Section 216.6