

## Resolution - Unpaid Holidays for Reason of Faith or Conscience

**BOARD RESOLUTION No.** \_\_\_\_\_

**WHEREAS**, in accordance with the state law in effect June 12, 2014, the \_\_\_\_\_ School Board/Public Schools ("Board") shall amend its personnel policies to allow employees to receive up to two unpaid holidays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization, unless the absence would impose an undue hardship on the district or the employee is necessary to maintain public safety; and

**WHEREAS**, the new policy attached to this Resolution as Exhibit A provides for the process by which employees may request and receive such days off; and

**WHEREAS**, the Board wishes to ensure that its personnel policies are in compliance with Washington law;

**NOW, THEREFORE BE IT RESOLVED**, that the \_\_\_\_\_ School Board/Public Schools hereby establishes the attached policy allowing employees up to two unpaid holidays per calendar year for a reason of faith or conscience or an organized activity conducted under the auspices of a religious denomination, church or religious organization, unless the absence would impose an undue hardship on the district or the employee is necessary to maintain public safety; and

**BE IT FURTHER RESOLVED** that execution of this Resolution is conclusive evidence of the Board's approval of this action and of the authority granted herein. The Board warrants that it has, and at the time of this action had, full power and lawful authority to adopt this instrument.

Adopted and approved this \_\_\_\_\_ day of \_\_\_\_\_.

By: \_\_\_\_\_  
Board President or Designee

Attest: \_\_\_\_\_  
Superintendent

Adoption Date:  
Classification:  
Revised Dates: **06.14;**