

Freddie Woodson, Associate Superintendent  
School Operations

**SUBJECT: REQUEST FOR APPROVAL OF SCHOOL CALENDARS FOR THE 2008-2009 SCHOOL YEAR:**

**ELEMENTARY AND SECONDARY SCHOOL CALENDAR – 2008-2009, WITH A START DATE OF AUGUST 18, 2008;**

**ADULT/VOCATIONAL EDUCATION SCHOOL CALENDAR – 2008-2009, WITH A START DATE OF AUGUST 18, 2008**

**JUVENILE JUSTICE EDUCATION SCHOOL CALENDAR – 2008-2009, WITH A START DATE OF JULY 8, 2008**

**COMMITTEE: INSTRUCTIONAL EXCELLENCE AND COMMUNITY ENGAGEMENT**

**LINK TO DISTRICT STRATEGIC PLAN: ENSURE SCHOOL INFRASTRUCTURE AND SCHEDULES MEET THE NEEDS OF STUDENTS AND TEACHERS AND ENHANCE TEACHING AND LEARNING**

Section 1001.42(4)(f), Florida Statutes, regarding the responsibility of district school boards to set school start dates states that the opening date for schools in the district may not be earlier than 14 days before Labor Day each year. In order to allow the Superintendent of Schools the flexibility to make adjustments to school calendars in a timely manner should it become necessary under emergency situations, and to comply with Section 1001.42(4)(f), F. S., the following school calendars are presented for approval by The School Board of Miami-Dade County, Florida:

**Elementary and Secondary School Calendar – 2008-2009, which:**

- provides 180 days for students
- provides 196 days for teachers (180 days for students, 10 teacher planning days, and six (6) legal holidays), and
- designates early release dates for parent-teacher conferences.

**Adult/Vocational Education School Calendar – 2008-2009, which:**

- provides 216 days for students,
- provides 234 days for teachers (216 days for students, 12 teacher planning days, and six (6) legal holidays).

**C-70**

**Juvenile Justice Education School Calendar – 2008-2009**, developed in compliance with Section 1003.01(11)(A) F.S.:

- provides 240 days for students;
- provides 257 days for teachers (240 days for students, 11 teacher planning days, and six (6) legal holidays; and
- designates early release dates for parent-teacher conferences.

The proposed Elementary and Secondary School Calendar, the Adult/Vocational Education School Calendar, and the Juvenile Justice Education School Calendar were jointly developed by the School Calendar Ad Hoc Committee comprised of representatives from Miami-Dade County Public Schools and the United Teachers of Dade.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, approve:

1. the Elementary and Secondary School Calendar – 2008-2009, with a start date of August 18, 2008;
2. the Adult/Vocational Education School Calendar – 2008-2009, with a start date of August 18, 2008; and
3. the Juvenile Justice Education School Calendar – 2008-2009, with a start date of July 8, 2008.

FW:pra

# MIAMI-DADE COUNTY PUBLIC SCHOOLS

## MIAMI, FLORIDA

### 2008 - 2009 SCHOOL CALENDAR

#### ELEMENTARY AND SECONDARY

JULY 2008				
MON.	TUES.	WED.	THUR.	FRI.
	1	2	3	✕
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

AUGUST 2008				
MON.	TUES.	WED.	THUR.	FRI.
				1
4	5	6	△7	△8
△11	△12	△13	⑭	⑮
□18	19	20	21	22
25	26	27	28	29

SEPTEMBER 2008				
MON.	TUES.	WED.	THUR.	FRI.
⊗	2	3	4	5
8	9	10	11	12
15	16	17	✕18	19
22	23	24	25	26
29	③0			

OCTOBER 2008				
MON.	TUES.	WED.	THUR.	FRI.
		1	2	3
6	⑦ <sup>1</sup>	8	⑨	10
13	⑭ <sup>2</sup>	15	16	17
20	⑳ <sup>3</sup>	22	□23	⑳4
□27	28	29	30	31

NOVEMBER 2008				
MON.	TUES.	WED.	THUR.	FRI.
3	④ <sup>+</sup>	5	6	7
10	⊗	12	13	14
17	▽ <sup>1</sup>	19	✕	21
24	25	26	⊗	✕

DECEMBER 2008				
MON.	TUES.	WED.	THUR.	FRI.
1	▽ <sup>2</sup>	3	4	5
8	▽ <sup>3</sup>	10	11	12
15	16	17	18	19
✕	✕	✕	✕	✕
✕	✕	✕		

JANUARY 2009				
MON.	TUES.	WED.	THUR.	FRI.
			✕	✕
5	6	7	8	9
12	⑬ <sup>1</sup>	14	□15	⑮
⊗	□20	21	22	23
26	⑳ <sup>2</sup>	28	29	30

FEBRUARY 2009				
MON.	TUES.	WED.	THUR.	FRI.
2	③ <sup>3</sup>	4	5	⑥ <sup>+</sup>
9	10	11	12	13
⊗	17	18	✕	20
23	24	25	26	27

MARCH 2009				
MON.	TUES.	WED.	THUR.	FRI.
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	□26	⑳7
□30	31			

APRIL 2009				
MON.	TUES.	WED.	THUR.	FRI.
		1	2	3
✕	✕	✕	✕	✕
13	▽ <sup>3</sup>	15	16	17
20	▽ <sup>2</sup>	22	✕	24
27	▽ <sup>1</sup>	29	30	

MAY 2009				
MON.	TUES.	WED.	THUR.	FRI.
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
⑳5	26	27	28	29

JUNE 2009				
MON.	TUES.	WED.	THUR.	FRI.
1	2	3	□4	⑤
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

- △ NEW TEACHERS REPORT
- TEACHER PLANNING DAY
- <sup>+</sup> TEACHER PLANNING DAY - PROFESSIONAL DEVELOPMENT (NOT AVAILABLE TO OPT)
- ⊗ PAID LEGAL HOLIDAY
- ✕ RECESS
- BEGINNING/ENDING GRADING PERIOD
- ／ SECONDARY EARLY RELEASE DAY

- ① ELEMENTARY EARLY RELEASE - PARENT/TEACHER CONFERENCES
- ② MIDDLE SCHOOL EARLY RELEASE - PARENT/TEACHER CONFERENCES
- ③ SENIOR HIGH EARLY RELEASE - PARENT/TEACHER CONFERENCES
- ▽<sup>1</sup> ELEMENTARY EVENING - PARENT/TEACHER CONFERENCES
- ▽<sup>2</sup> MIDDLE SCHOOL EVENING - PARENT/TEACHER CONFERENCES
- ▽<sup>3</sup> SENIOR HIGH EVENING - PARENT/TEACHER CONFERENCES

#### DAYS IN GRADING PERIOD

- 1 - 46
- 2 - 45
- 3 - 46
- 4 - 43

## ELEMENTARY AND SECONDARY SCHOOL CALENDAR – 2008-2009

August 14, 15, 2008	Teacher planning days; no students in school
August 18	Begin first semester
September 1	Labor Day; holiday for students and employees
September 18	Secondary early release day
September 30*+ #	Teacher planning day; no students in school
October 7	Early Dismissal – Elementary Schools and K-8 Centers Afternoon Parent-Teacher Conferences
October 9	Teacher planning day; no students in school
October 14	Early Dismissal – Middle Schools Afternoon Parent-Teacher Conferences
October 21	Early Dismissal – Senior High Schools Afternoon Parent-Teacher Conferences
October 23	End first grading period; first semester
October 24*+ #	Teacher planning day; no students in school
October 27	Begin second grading period; first semester
November 4 <sup>1</sup>	Teacher planning day; Professional Development Day-not available to opt; no students in school
November 11	Observation of Veterans' Day; holiday for students and employees
November 18	Evening Parent-Teacher Conferences – Elementary Schools and K-8 Centers (Tentative)
November 20	Secondary early release day
November 27, 28	Thanksgiving; Board-approved holiday for students and employees
December 2	Evening Parent-Teacher Conferences – Middle Schools (Tentative)
December 9	Evening Parent-Teacher Conferences – Senior High Schools (Tentative)
December 22 - January 2, 2009	Winter recess for students and 10-month employees; December 24, 25, 31, 2008, and January 1, 2009, Board-approved holidays for 12-month employees
January 13	Early Dismissal – Elementary Schools and K-8 Centers Afternoon Parent-Teacher Conferences
January 15	End first semester and grading period
January 16*+ #	Teacher planning day; no students in school
January 19	Observance of Dr. Martin Luther King, Jr.'s Birthday; holiday for students and employees
January 20	Begin second semester; third grading period
January 27	Early Dismissal – Middle Schools Afternoon Parent-Teacher Conferences
January 29	Secondary early release day
February 3	Early Dismissal – Senior High Schools Afternoon Parent-Teacher Conferences
February 6	Teacher planning day, Professional Development Day – not available to opt; no students in school
February 16	All Presidents Day; holiday for students and employees
February 19	Secondary early release day
March 26	End third grading period; second semester
March 27*+ #	Teacher planning day, no students in school
March 30	Begin fourth grading period; second semester
April 6, 7, 8, 9, 10	Spring recess for students and 10-month employees
April 14	Evening Parent-Teacher Conference Sessions – Senior High Schools
April 21	Evening Parent-Teacher Conference Sessions – Middle Schools
April 23	Secondary early release day
April 28	Evening Parent-Teacher Conference Sessions – Elementary Schools and K-8 Centers
May 25	Observance of Memorial Day; holiday for students and employees
June 4	End fourth grading period; second semester
June 5	Teacher planning day; no students in school

NOTE: Every Wednesday – Students (Grades 2-8) in elementary and K-8 Centers are released one (1) hour early

Job Category	Beginning Date	Ending Date
Teachers new to the system	August 7, 2008	June 5, 2009
Assistant Principals and 10-month clerical	August 7, 2008	June 12, 2009
Cafeteria Managers	August 11, 2008	June 5, 2009
Satellite Cafeteria Managers	August 13, 2008	June 4, 2009
Assistant to Cafeteria Managers/MAT Specialists	August 15, 2008	June 4, 2009
All Instructional Staff, Paraprofessionals & Security	August 14, 2008	June 5, 2009
Cafeteria Workers (part-time)	August 18, 2008	June 4, 2009

\*Teachers/paraprofessionals and school support personnel may opt to work one or two days, August 12, 13, 2008, or June 8, 9, 2009, or during winter or spring recess with the consent of the principal, in lieu of any one or two of the following days: September 30, 2008, October 9, 2008, October 24, 2008, January 16, 2009, March 27, 2009. November 4, 2008<sup>1</sup>, and February 6, 2009, are Professional Development Days and are not available to opt.

+Teachers new to Miami-Dade County Public Schools may opt to work one or two days, June 8, 9, 2009, or during winter or spring recess with the consent of the principal, in lieu of any one or two of the following days: September 30, 2008, October 9, 2008, October 24, 2008, January 16, 2009, March 27, 2009. November 4, 2008<sup>1</sup>, and February 6, 2009, are Professional Development Days and are not available to opt.

#Ten-month secretarial and clerical employees may opt to work one or two days, August 5, 6, 2008, or June 15, 16, 2009, or during winter or spring recess with the consent of the principal, in lieu of any one or two of the following days: September 30, 2008, October 9, 2008, October 24, 2008, January 16, 2009, March 27, 2009. November 4, 2008<sup>1</sup>, and February 6, 2009, are Professional Development Days and are not available to opt.

<sup>1</sup>Voting leave: Full time teachers released with pay two (2) hours earlier than the end of the teacher's workday. All other full time employees (non-teachers) will be granted voting leave according to their respective contracts. All employees may be required to show proof of registration prior to being granted voting leave.

**MIAMI-DADE COUNTY PUBLIC SCHOOLS  
MIAMI, FLORIDA  
2008 - 2009 SCHOOL CALENDAR  
ADULT/VOCATIONAL EDUCATION**

AUGUST 2008				
MON.	TUES.	WED.	THUR.	FRI.
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

SEPTEMBER 2008				
MON.	TUES.	WED.	THUR.	FRI.
⊗	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

OCTOBER 2008				
MON.	TUES.	WED.	THUR.	FRI.
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

NOVEMBER 2008				
MON.	TUES.	WED.	THUR.	FRI.
3	4 <sup>+</sup>	5	6	7
10	⊗	12	13	14
17	18	19	20	21
24	25	26	27	28

DECEMBER 2008				
MON.	TUES.	WED.	THUR.	FRI.
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
⊗	⊗	⊗	⊗	⊗
⊗	⊗	⊗		

JANUARY 2009				
MON.	TUES.	WED.	THUR.	FRI.
			⊗	⊗
5	6	7	8	9
12	13	14	15	16
⊗	20	21	22	23
26	27	28	29	30

FEBRUARY 2009				
MON.	TUES.	WED.	THUR.	FRI.
2	3	4	5	6 <sup>+</sup>
9	10	11	12	13
⊗	17	18	19	20
23	24	25	26	27







MARCH 2009				
MON.	TUES.	WED.	THUR.	FRI.
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

APRIL 2009				
MON.	TUES.	WED.	THUR.	FRI.
		1	2	3
⊗	⊗	⊗	⊗	⊗
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

MAY 2009				
MON.	TUES.	WED.	THUR.	FRI.
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
⊗	26	27	28	29

JUNE 2009				
MON.	TUES.	WED.	THUR.	FRI.
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

JULY 2009				
MON.	TUES.	WED.	THUR.	FRI.
		1	2	⊗
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

-  NEW TEACHERS REPORT
-  TEACHER PLANNING DAY
-  TEACHER PLANNING DAY - PROFESSIONAL DEVELOPMENT (NOT AVAILABLE TO OPT)
-  PAID LEGAL HOLIDAY
-  RECESS
-  BEGINNING/ENDING GRADING PERIOD

**DAYS IN GRADING PERIOD**

- 1 - 81
- 2 - 69
- 3 - 66

**2008-2009 SCHOOL CALENDAR  
ADULT/VOCATIONAL EDUCATION  
MIAMI-DADE COUNTY PUBLIC SCHOOLS  
MIAMI, FLORIDA**

**HOLIDAYS – 2008**

September 1	Labor Day
November 11	Veterans' Day
November 27	Thanksgiving

**HOLIDAYS – 2009**

January 19	Observance of Dr. Martin Luther King, Jr.'s Birthday
February 16	All President's Day
May 25	Observance of Memorial Day

TRIMESTER 1					TRIMESTER 2				TRIMESTER 3			
Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Apr	May	June	July
10	20	21	16	14	18	18	21	12	4	20	22	20
TOTAL: 81					TOTAL: 69				TOTAL: 66			

Total Trimester Days Students Are in School = 216

\*Teachers may opt to work one or more days, August 12, 13, 2008, or April 6, 7, 8, 9, 10, 2009, in lieu of any of the teacher planning days except August 15, 2008, and the designated Professional Development Days, November 4, 2008<sup>1</sup>, and February 6, 2009. At the discretion of the principal, teachers may also opt to work during the winter recess, in lieu of any teacher planning day except August 15, 2008, November 4, 2008<sup>1</sup>, and February 6, 2009. Total opt days may not exceed five (5) days. Also, at the discretion of the principal, teachers may opt to conduct classes on a teacher planning day in lieu of a regularly scheduled class day during those times when special events and activities scheduled by the day school program disrupt on-campus adult education programs.

**\*Voting leave:** Day Program full time teachers – Teachers released (with pay) two (2) hours earlier than the end of the teacher's workday.

Evening Program full time teachers – Teachers report (with pay) two (2) hours after the regular reporting time for teachers.

All other full time employees (non-teachers) will be granted voting leave according to their respective contracts. All employees may be required to show proof of registration prior to being granted voting leave.

# MIAMI-DADE COUNTY PUBLIC SCHOOLS MIAMI, FLORIDA 2008 - 2009 SCHOOL CALENDAR JUVENILE JUSTICE EDUCATION

JULY 2008					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
	1	2	3	4	5
⑦	8	9	10	11	12
14	15	16	17	18	19
21	22	23	24	25	26
28	29	30	31		

AUGUST 2008					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
				1	2
4	5	6	7	8	9
11	12	13	14	⑮	16
18	19	20	21	22	23
25	26	27	28	29	30

SEPTEMBER 2008					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
⊗	2	3	4	5	⊗
8	9	10	11	12	13
15	16	17	⊗	19	⊗
22	23	24	25	26	27
29	⑳				

OCTOBER 2008					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
		1	2	3	↗
6	⑦ <sup>1</sup>	8	⑨	10	11
13	⑭ <sup>2</sup>	15	16	17	↗
20	⑰ <sup>3</sup>	22	23	⑳	25
27	28	29	30	31	

NOVEMBER 2008					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
					1
3	④*	5	6	7	↗
10	⊗	12	13	14	15
17	⑱ <sup>1</sup>	19	20	21	↗
24	25	26	⊗	↗	29

DECEMBER 2008					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
1	② <sup>2</sup>	3	4	5	6
8	⑨ <sup>3</sup>	10	11	12	↗
15	16	17	18	19	20
⊗	⊗	⊗	⊗	⊗	⊗
⊗	⊗	⊗			

JANUARY 2009					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
			⊗	⊗	3
5	6	7	8	9	↗
12	⑬ <sup>1</sup>	14	15	⑮	17
⊗	20	21	22	23	24
26	⑳ <sup>2</sup>	28	29	30	↗

FEBRUARY 2009					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
2	③ <sup>3</sup>	4	5	⑥*	↗
9	10	11	12	13	14
⊗	17	18	19	20	21
23	24	25	26	27	↗

MARCH 2009					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
2	3	4	5	6	7
9	10	11	12	13	↗
16	17	18	19	20	21
23	24	25	26	⑳	28
30	31				

APRIL 2009					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
		1	2	3	4
⊗	⊗	⊗	⊗	⊗	11
13	⑭ <sup>3</sup>	15	16	17	↗
20	⑰ <sup>2</sup>	22	23	24	25
27	⑳ <sup>1</sup>	29	30		

MAY 2009					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
				1	↗
4	5	6	7	8	9
11	12	13	14	15	16
18	⑰	20	21	22	23
⊗	26	27	28	29	↗

JUNE 2009					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
1	2	3	4	5	6
8	9	10	11	12	13
15	16	17	18	19	20
22	23	24	25	26	27
29	30				

JULY 2009					
MON.	TUES.	WED.	THUR.	FRI.	SAT.
		①	2	3	4
6	7	8	9	10	11
13	14	15	16	17	18
20	21	22	23	24	25
27	28	29	30	31	

- TEACHER PLANNING DAY
- \* TEACHER PLANNING DAY - PROFESSIONAL DEVELOPMENT (NOT AVAILABLE TO OPT)
- ⊗ PAID LEGAL HOLIDAY
- ⊗ RECESS
- BEGINNING/ENDING GRADING PERIOD
- ▣ SECONDARY EARLY RELEASE DAY
- ↗ SATURDAY SCHOOL

- ⊗<sup>1</sup> ELEMENTARY EARLY RELEASE - PARENT/TEACHER CONFERENCES
- ⊗<sup>2</sup> MIDDLE SCHOOL EARLY RELEASE - PARENT/TEACHER CONFERENCES
- ⊗<sup>3</sup> SENIOR HIGH EARLY RELEASE - PARENT/TEACHER CONFERENCES
- ▽<sup>1</sup> ELEMENTARY EVENING - PARENT/TEACHER CONFERENCES
- ▽<sup>2</sup> MIDDLE SCHOOL EVENING - PARENT/TEACHER CONFERENCES
- ▽<sup>3</sup> SENIOR HIGH EVENING - PARENT/TEACHER CONFERENCES

DAYS IN GRADING PERIOD: 1-30 2-48 3-49 4-50 5-33 6-30

## JUVENILE JUSTICE EDUCATION SCHOOL CALENDAR – 2008-2009

July 7, 2008	Teacher planning day; no students in school
July 8	Begin Summer grading period
August 15	Teacher planning day; no students in school
August 19	End Summer grading period
August 20	Begin first grading period, first semester
September 1	Labor Day; holiday for students and employees
September 18	Early release day for students; half-day planning for teachers
September 30*	Teacher planning day; no students in school
October 7	Early Dismissal – Elementary and K-8 Center Afternoon Parent-Teacher Conferences
October 9*	Teacher planning day; no students in school
October 14	Early Dismissal – Middle Schools Afternoon Parent-Teacher Conferences
October 21	Early Dismissal – Senior High Schools Afternoon Parent-Teacher Conferences
October 23	End first grading period; first semester
October 24	Teacher planning day; no students in school
October 27	Begin second grading period; first semester
November 4 <sup>1</sup>	Teacher planning day; Professional Development Day – not available to opt; no students in school
November 11	Observance of Veterans' Day; holiday for students and employees
November 18	Evening Parent-Teacher Conferences – Elementary Schools and K-8 Centers (Tentative)
November 20	Early release day for students; half-day planning for teachers
November 27, 28	Thanksgiving; Board-approved holiday for students and employees
December 2	Evening Parent-Teacher Conferences – Middle Schools (Tentative)
December 9	Evening Parent-Teacher Conferences – Senior High Schools (Tentative)
December 22- January 2, 2009	Winter recess for students and 10- and 11-month employees; December 24, 25, 31, 2008, and January 1, 2009, Board-approved holidays for 12-month employees
January 13	Early dismissal – Elementary and K-8 Center Afternoon Parent-Teacher Conferences
January 15	End second grading period; first semester
January 16	Teacher planning day; no students in school
January 19	Observance of Dr. Martin Luther King, Jr.'s Birthday; holiday for students and employees
January 20	Begin third grading period; second semester
January 27	Early dismissal – Middle Schools Afternoon Parent-Teacher Conferences
January 29	Early release day for students; half-day planning for teachers
February 3	Early dismissal – Senior High Schools Afternoon Parent-Teacher Conferences
February 6	Teacher planning day; Professional Development Day – not available to opt; no students in school
February 16	All Presidents' Day; holiday for students and employees
February 19	Early release day for students; half-day planning for teachers
March 26	End third grading period; second semester
March 27	Teacher planning day; no students in school
March 30	Begin fourth grading period; second semester
April 6, 7, 8, 9, 10	Spring recess for students and 10- and 11-month employees
April 14	Evening Parent-Teacher Conferences – Senior High Schools
April 21	Evening Parent-Teacher Conferences – Middle Schools
April 23	Early release day for students; half-day planning for teachers
April 28	Evening Parent-Teacher Conferences – Elementary Schools and K-8 Centers
May 18	End of fourth grading period, second semester
May 19	Teacher planning day; no students in school
May 20	Begin fifth grading period
May 25	Observance of Memorial Day; holiday for students and employees
June 30	End of fifth grading period
July 1	Teacher planning day; no students in school

**\*Teachers/paraprofessionals, school support personnel, and 10-month secretarial/clerical employees** may opt to work one or two days during winter or spring recess, with the consent of the principal, in lieu of any one or two of the following days: September 30, 2008, October 9, 2008, October 24, 2008, January 16, 2009, March 27, 2009, May 19, 2009. November 4, 2008<sup>1</sup>, and February 6, 2009, are Professional Development Days and are not available to opt.

<sup>1</sup> **Voting leave:** Full time teachers released with pay two (2) hours earlier than the end of the teacher's workday. All other full time employees (non-teachers) will be granted voting leave according to their respective contracts. All employees may be required to show proof of registration prior to being granted voting leave.