

DATE: April 24, 2025

TO: All Principals / Department Directors / School Administrative Assistants

SUBJECT: Requests for 2025-2026 Special Calendars – Licensed Only

Your assistance is requested, as the Human Resource Department is preparing special calendars for the **2025-2026 academic year** for licensed employees. Special calendars are essential to ensuring appropriate contract pay, time entry, emergency protocols and temporary employee tracking. Employees who meet certain criteria, as listed below, should have a special calendar on file with the Human Resource Department.

A list of licensed employees at your school/department location who are currently on a special calendar for the 2024-2025 contract year will be emailed to you for review on Monday, April 28, 2025. If needed, please make all appropriate additions, corrections, or other changes by submitting an online Hire/Change form in Skyward to the Human Resource Department. Please follow the additional instructions below.

Criteria for determining if an employee requires a special calendar:

- 187 Modified/207 Modified-educator who is less than a 1.0 FTE working a schedule that is modified by hours per day or number of days during the week (i.e., .50 FTE working 8 hours every other day, for example)
- Multiple Location Employees- employees split between two or more locations.
- Elementary Job Shares

If you have an employee you would like to review to determine if they may need a special calendar, you may contact the Human Resources Department, HR Assistant Seniors, for assistance. *If a list is not included, there are currently no employees on a special calendar at this location.* However, if you anticipate a special calendar for a licensed employee, please follow the instructions below.

Instructions for Special Calendar Requests:

1. Principals set up a meeting with employee(s) who meet the criteria for a special calendar.
2. Collaborate with each employee and complete the appropriate calendar for any/all licensed employee(s) on a special calendar found on the [HR Connection](#) link. These calendars are fillable and will self-calculate.
3. Print the completed calendar, sign and obtain signatures from the employee(s).
4. Return the *original* calendar to the Human Resource Department by **May 2, 2025** for processing.
5. If a licensed employee will not continue on a special calendar, an online change form must be completed at the school/department and submitted to the Human Resource Department in Skyward.

Important Reminders:

- Special Calendars may only be changed **twice** per contract year. Revisions must be pre-approved and signed by the principal/director.
- **Special calendars must be followed as outlined.** If a calendared day is missed, the appropriate allocated leave time must be entered in Skyward for that day. (The calendar has a calculator to assist with time entry.)
- **Trade days are problematic and require a change to the employee's special calendar, written approval by the supervisor, and notification to an HR Administrator, prior to taking leave or modifying their calendar.**

Thank you in advance for your attention to this matter. Failure to follow these procedures may cause an employee to be paid incorrectly. Any questions about this procedure or completing a special calendar should be directed to Julie Sharp, HR Senior Asst Elementary, at (801) 567-8230 or Lisa Garner, HR Senior Asst Secondary, at (801) 567-8226.

AG/bb