

FINAL REPORT

POLICY REVIEW COMMITTEE OF THE BOARD OF EDUCATION OF BALTIMORE COUNTY ON THE SCHOOL CALENDAR

ROMAINE N. WILLIAMS, ESQ., CHAIRPERSON

MICHAEL H. BOWLER

MARISOL A. JOHNSON

DAVID UHLFELDER

DATE: JULY 25, 2015



FINAL REPORT
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OF THE
BOARD OF EDUCATION OF BALTIMORE COUNTY
ON THE
SCHOOL CALENDAR

The Charge

The Policy Review Committee (PRC) has been tasked to examine Baltimore County Public Schools' (BCPS) current policy on the recognition of holidays and recommend whether or not there should be any change(s) made to how BCPS recognizes these holidays. This matter arose as a result of continued concern expressed during Baltimore County Board of Education (Board) meetings by members of the public about Muslim holidays not being recognized as holidays for BCPS and allowing for closure of BCPS offices and schools during Muslim holidays.

The matter received pronounced attention at a June 10, 2014, Board meeting when a Board Member shared that a *Washington Post* Article stated that the Montgomery County School System would be recognizing both the Jewish holiday of Yom Kippur and the Muslim holiday of Eid al-Adha which fell on the same date of September 23, 2015, and then subsequently moved to "amend another Board member's motion that the [BCPS] 2015-

2016 School Calendar mention that schools and offices are closed on September 23, 2015, and include reference to both holidays.”

Much discussion arose and it was finally decided, by a majority vote, by the Board that the 2015-2016 BCPS School Calendar was approved not contingent on September 23, 2015, also recognizing the Muslim holidays of Eid al-Adha. It was also decided by another majority Board vote, that the PRC would “examine the current [BCPS] policy and conduct a thorough study of holidays relative to school closings” and report back to the full Board for its review and consideration. The PRC was to take whatever amount of time it deemed necessary to perform its work.

Thus, PRC’s charge was to examine BCPS’s recognized school holidays and recommend whether any change(s) should or can be made concerning the recognition of these holidays.

Current Events

The Committee would be remiss to ignore the fact that the New York City Public Schools has now placed Eid al-Fitr and Eid al-Adha as recognized holidays on its calendar. See, “New York City Adds Two Muslim Holy Days to Public School Calendar” *New York Times*, March 4,

2015.¹ The decision appeared to be based on changing demographics in that school system, as the *New York Times* article noted that “Muslims make up about 10 percent of the student body in the city’s public schools, according to a 2008 study by Columbia University.” The New York City Department of Education is the nation’s largest school system, with an enrollment of 1.1 million students in over 1,800 schools.²

Additionally, in February of 2015, the Waterbury (Connecticut) Board of Education became the first school district in Connecticut to acknowledge the Muslim holy days.³ The district will not schedule tests, field trips, or major school events on these days. Additionally, the superintendent of schools will issue a “sensitivity memo” to staff about the practice.

The Constraints

Applicable Law

State law mandates certain “required School Days and Holidays.” Specifically, the Education Article designates the following days as “public school holidays”:

¹ Found at: <http://www.nytimes.com/2015/03/05/nyregion/new-york-to-add-two-muslim-holy-days-to-public-school-calendar.html?action=click&contentCollection=N.Y.%20%2F%20Region&module=RelatedCoverage®ion=Marginalia&pgtype=article&r=0> (last accessed on March 18, 2015).

The article also noted that the Lunar New Year may also be added as a school holiday.

² See, <http://schools.nyc.gov/AboutUs/default.htm>

³ See, “Waterbury schools to respect Muslim holidays,” at <http://wtnh.com/2015/02/05/waterbury-schools-to-respect-muslim-holidays/>

- (i) Thanksgiving Day and the day after;
- (ii) Christmas Eve and from then through January 1;
- (iii) Martin Luther King, Jr. Day;
- (iv) Presidents' Day;
- (v) The Friday before Easter and from then through the Monday after Easter;
- (vi) Memorial Day; and
- (vii) Primary and general election days.

See, Md. Ed. Code Ann., §7-103

Koenick v. Felton

The Fourth Circuit has ruled that the law's designation of Good Friday and Easter Monday as "public school holidays" does not violate the Constitution. *See, Koenick v. Felton*, 190 F.3d 259 (4th Cir. 1999) The Court concluded that these closures were "supported by contemporary and secular purposes of avoiding decreased instructional effectiveness and waste of scarce educational resources on days with a high rate of absenteeism."

In *ADC v. Baltimore County Board of Education*, MSBE Op. 05-01 (2005) the Maryland State Board of Education reviewed the issue of whether the failure to place the two Muslim holidays on the school calendar amounted to illegal discrimination. The State Board specifically addressed the issues

raised by the community concerning adding the Muslim holidays to the school calendar. The State Board of Education upheld our local Board's calendar, noting that "we find that it would be illegal for a local school system to close schools for the purpose of recognizing a religious holiday of one particular faith. Rather, as the court in *Koenick* noted, the school system must have some secular purpose for designating school holidays such as economizing educational resources on days with high absenteeism rates for both students and teachers." (Opinion at 5)

Thus, the Committee believes that any calendar recommendations must be made within the law articulated by the Fourth Circuit and the Maryland State Board of Education.

The Challenge

Since the 1995-1996 school year, the Jewish holidays of Yom Kippur and Rosh Hashanah have been part of the BCPS School Calendar. (See, PRC Calendar Report Exhibit 1) The Board approved this change at its May 24, 1994, meeting. There is no indication in the minutes, however, that the secular purpose of the closure was discussed. It appears from the minutes of the March 22, 1994, minutes that the Board had previously rejected staff's proposal of including the Jewish holidays in the 1994-1995

School Calendar. What is clear from anecdotal recollection, however, is that there was an adverse impact on school system operations. It is also clear from available data that the Jewish population exceeds the Muslim population in Baltimore County. (See, PRC Calendar Report Exhibit 2) Note that BCPS does not have the legal right to demand religious affiliation data from staff or students.

Data Reviewed by the Committee

The Committee has received no quantifiable data that student or employee attendance differs substantially on any Muslim holiday.⁴ The Committee carefully sifted through both employee and student absence data. Additionally, the Committee requested public comment on the school closures and convened a public hearing on March 16, 2015. Specifically, our press release sought “relevant, quantifiable data” related to the school calendar. Of the 120 electronic mail comments received, none provided such data. Most of the correspondence referred to “equity” between Jewish and the Muslim holidays.⁵ Some were form letters and

⁴ The Committee expanded its work to review major religious holidays celebrated in the Shinto, Eastern Orthodox Christian, Hindu, Wiccan and Baha’i faiths. The Committee found no appreciable difference in attendance levels. See, PRC Calendar Report Exhibit 3.

⁵ One teacher asked the Board to consider closing schools prior to Christmas Eve, to permit persons ample time to travel for family obligations. (See, PRC Calendar Report Exhibit 4)

simply asked for the holidays without any further comment. Many expressed concern over having to choose between taking a holiday and completing school work.

The comments received during the public hearing were in the same vein.⁶ None provided any quantifiable data. Rather, speakers mentioned in global terms the changing demographics of the county. Nearly all of the speakers at the public hearing were parents or students. They expressed concern over increased pressure and work. Some acknowledged that they chose to attend school rather than miss time at school. It is clear from the emails received and the public comment speakers that our community is passionate about this issue and seeks “equity.”

The Committee has found no evidence that there are any “high absenteeism rates” (*See, ADC Baltimore, above*) on either of the two Muslim holidays.⁷ The attendance rate has consistently stayed in the mid to high 90s during those days. (*See, PRC Calendar Report Exhibit 3*). Nonetheless,

⁶ The official minutes to the PRC Public Hearing are attached as PRC Calendar Report Exhibit 5.

⁷ Eid al-Adha will be observed as follows over the next five years: in 2015, on September 24; in 2016, on September 13; in 2017, on Saturday, September 2; in 2018, on August 22; in 2019, on August 12; in 2020, on July 31; Eid al-Fitr will be observed as follows over the next five years: in 2016, on July 7; in 2017, on June 26; in 2018, on June 15; in 2019, on June 5; in 2020, on Sunday, May 24; in 2021, on May 13.

when compared with data from other major religions, it appears that Muslim and Jewish holidays garner the highest numbers of absences.

Conclusions and Recommendations

We acknowledge that data on absenteeism on the Jewish holidays is dated and that new information cannot be directly obtained because we are prohibited from inquiring of a student or staff member about his/her religion. Moreover, once schools are closed, it is impossible to track adequately whether these closings continue to be justified by high absenteeism. However, there is also no data available to conclude that removing any existing holidays from the BCPS calendar is warranted. Although the public was given the opportunity to present quantifiable data on these matters to PRC⁸, insufficient quantifiable data has been provided to PRC to conclude that closing BCPS schools and offices for Muslim holidays is warranted for any secular purposes, or that removing existing holidays is warranted.

PRC simply has no quantifiable data to conclude that closing schools on Muslim holidays will save BCPS money or make the school system

⁸ See, Press Releases, Invitation for Public Comment (PRC Calendar Report Exhibit 6)

more efficient.⁹ Thus, as a matter of economic prudence, there is no reason to close BCPS schools for Muslim holidays. Further, neither federal nor State law will support any recommendation to acknowledge a religion as the basis for closing a school unless there exists a clearly secular reason – such as an economic nexus.

PRC is persuaded by both verbal and written communications that there is genuine concern by the Muslim community regarding the academic impact of taking off for their religious holidays while schools remain open. The primary complaint seems to be that Muslim students and families are forced to choose between religious observance and instruction.

The Board of Education has embraced Team BCPS's acknowledgement of the importance of equity by its policy commitment to equity. Thus, as a matter of equity, and within the confines of existing law, PRC has a responsibility to offer substantive, meaningful recommendations to minimize the kind of articulated hardship several in the Muslim

⁹ We note that the National Council on Islamic Affairs, which joined in an amicus brief in the *Koenick* case, noted its support of closing schools for religious holidays when a “wasteful expenditure of educational resources” would occur. The brief further stated that “the County made a *purely secular decision* based on *practical administrative concerns* that Rosh Hashanah and Yom Kippur are ‘not productive instructional days.’” (emphasis in original) 1997 WL33544571 at 24.

community have communicated to PRC (albeit anecdotally) when students and/or staff choose to be absent from school to celebrate their religious holiday(s). In this vein, the Committee submits the following recommendations to the Board:

RECOMMENDATIONS REGARDING BCPS SCHOOL CALENDAR

1. BCPS schools will not close in observance of Muslim holidays.
2. Request that the Superintendent consider, where appropriate, designating Eid al-Fitr or Eid al-Adha as a professional development day.
3. Direct the Superintendent to communicate annually to principals, prior to the opening of school for students and teachers, the dates of the two Muslim holidays and to request of principals that, whenever possible, no locally mandated testing or field trips take place on these holidays.
4. Request that the Superintendent add the two major Muslim holidays (Eid al-Fitr and Eid al-Adha) on BCPS's electronic and paper school calendars for informational purposes, and include

a notation that no locally mandated testing or field trips should take place on those dates.

5. Add other major religious holidays, if requested, for informational purposes.
6. When the Muslim holiday Eid al-Adha falls on the same day as the Jewish holiday Yom Kippur (i.e., September 23, 2015, this year), include mention of Eid al-Adha on the BCPS School Calendar along with Yom Kippur.
7. Create a policy that discourages testing on religious holidays.
8. Recommend that homework, classwork, and assignments will be provided to students who are out for excused absences.¹⁰
9. Insert language in our curriculum documents that strengthens our commitment to teaching the religions of the world and their history to the present time. Particularly at the secondary level,

¹⁰ See, e.g., Rule 5560, which provides the following for suspended and expelled students:

VIII. Minimum Educational Services

A. Each student who receives an out-of-school suspension or is expelled and who is not placed in an alternative education program shall be provided the opportunity to complete the academic work missed during the suspension period without penalty as is allowed for any excused absence.

B. Each student shall receive daily classwork and assignments from each teacher, which shall be reviewed and corrected by teachers on a weekly basis and returned to the student.

we need to be crisply up-to-date (and as objective as humanly possible) in our teaching.

10. Create a policy to enforce the school-based practice that prohibits a student's or staff member's documented absence for a religious observance from being used against him/her in determining perfect attendance or any other attendance related benefits or incentives.¹¹
11. Revisit in three to five years, at the Board's discretion, the issue of closing BCPS schools for holidays to allow again the presentation of quantifiable data relative to school closings and religious holidays (no such requested data was provided to PRC this year).¹²

¹¹ We note that language in all of our Master Agreements addresses the process for requesting leave for religious observances.

¹² While the State and BCPS are prohibited from gathering religious information about its students and staff, the Committee is unaware of any prohibition against a religious organization from inquiring amongst its own membership of its religion and school attendance practices which could be appropriately tracked and documented by that organization and presented to BCPS for verification, which may possibly shed quantifiable light on Muslim demographics and BCPS school absenteeism due to their religious holidays.

PRC CALENDAR REPORT EXHIBITS

1. School Calendar: 1995-1996 - Approved May 24, 1994
2. Religion Statistics Profile
3. Student Absence Data: 2010-2011 through 2013-2014
4. Public Comment on School Calendar
5. Minutes, Public Hearing - March 16, 2015
6. BCPS Press Releases, PRC Request for Public Comment

RESPECTFULLY SUBMITTED,

THE POLICY REVIEW COMMITTEE

ROMAINE N. WILLIAMS, ESQUIRE, CHAIRPERSON

MICHAEL BOWLER * MARISOL JOHNSON* DAVID UHLFELDER

JULY 25, 2015

PRC Calendar Report
Exhibit 1

Approved 5/24/94

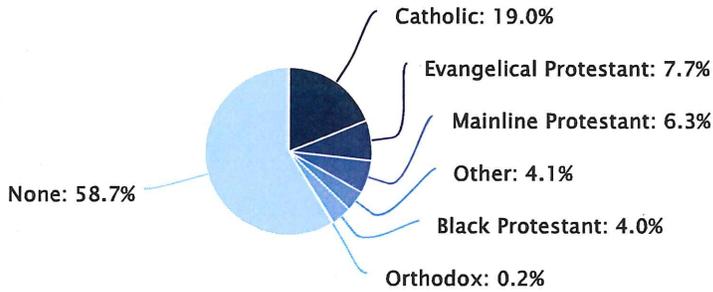
BALTIMORE COUNTY PUBLIC SCHOOLS
Towson, Maryland 21204

School Calendar: 1995-96

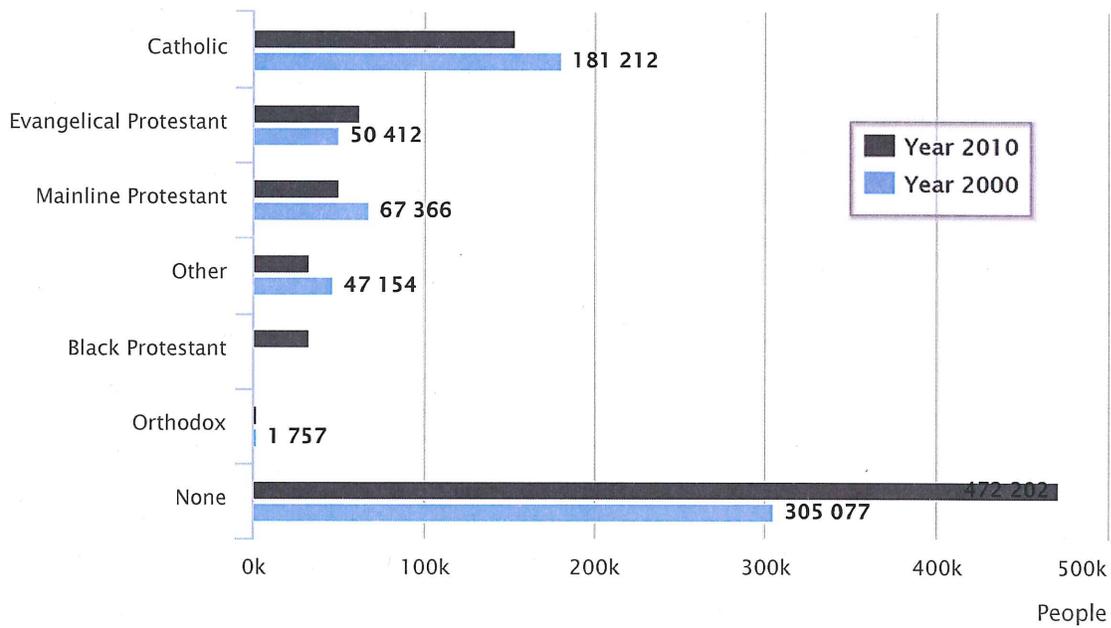
		Pupil Days	Teacher Days
August	18(F) Meeting of Administrative and Supervisory Personnel 21-25(M-F) Teachers on duty 28(M) Opening Day for Students	4	9
September	4(M) Labor Day - Schools closed 25(M) Rosh Hashanah - Schools closed	19	19
October	4(W) Yom Kippur - Schools closed 10(T) Columbus Day* 20(F) Professional Study Day - schools closed for students 27(F) First marking period ends - Assessment day for elementary and middle schools - close 3 hours early for students	20	21
November	10(F) Distribution of report cards 10(F) Veteran's Day* 14-18(M-F) American Education Week 23-24(Th-F) Thanksgiving Holiday - Schools closed 27(M) Conference Day - Schools closed for elementary students	20	20
December	15(Th) Bill of Rights Day* 22(Th) Winter Holiday begins at end of school day	16	16
January	2(T) Schools reopen 12(F) Second marking period ends - Assessment day for elementary and middle schools - close 3 hours early for students 15(M) Martin Luther King, Jr.'s Birthday - Schools closed 16(T) Martin Luther King Birthday Observances* 26(F) Distribution of report cards	21	21
February	12(M) Lincoln's Birthday** 19(M) Presidents' Day - Schools closed 22(Th) Washington's Birthday*	20	20
March	12(T) Primary Election Day 15(F) Third marking period ends - Assessment day for elementary and middle schools - close 3 hours early for students 25(M) Maryland Day** 29(F) Distribution of report cards	20	20
April	1-8(M-M) Spring Holiday - Schools closed 9(T) Schools reopen 15(M) Conference Day - Schools closed for elementary students 26(F) Professional Study Day - Schools closed for students	15	16
May	24(F) Last day of classes for seniors 25-June 1 (Sat-Sat) Commencement exercises 27(M) Memorial Day observed - Schools closed	22	22
June	4-5(T-W) Assessment Days**** - Schools close 3 hours early for high school students; teachers on duty 6(Th) Assessment Day - Schools closed 3 hours early; teachers on duty 7(F) Last day of classes for students and teachers - Schools close 3 hours early for students; teachers on duty 24(M) Elementary summer school teachers on duty 25(T) Elementary summer school begins 28(F) Secondary summer school teachers on duty	5 182	5 189

Baltimore County, Maryland (MD) Religion Statistics Profile

Religions Adherents In 2010



Year 2000 To 2010 Change



Adherents

Congregations

Religion	2010	2000	Change	2010	2000	Change
Catholic	153,243 (19.0%)	181,212 (24.0%)	-15%	34	37	-8%
Evangelical Protestant	62,367 (7.7%)	50,412 (6.7%)	+24%	232	136	+71%
Mainline Protestant	50,484 (6.3%)	67,366 (8.9%)	-25%	167	170	-2%
Other	32,628 (4.1%)	47,154 (6.3%)	-31%	54	41	+32%
Black Protestant	32,442 (4.0%)	-	-	37	-	-
Orthodox	1,663 (0.2%)	1,757 (0.2%)	-5%	3	2	+50%
Total Adherents	332,827 (41.3%)	449,215 (59.6%)	-26%	527	386	+37%

Religion	Adherents			Congregations		
	2010	2000	Change	2010	2000	Change
None	472,202 (58.7%)	305,077 (40.4%)	+55%	-	-	-
Total Adherents	332,827 (41.3%)	449,215 (59.6%)	-26%	527	386	+37%

All Religions Details

Religion	Adherents*			Congregations		
	2010	2000	Change	2010	2000	Change
Catholic Church	153,243 (190.4‰)	-	-	34	-	-
Non-denominational	24,741 (30.7‰)	-	-	59	-	-
United Methodist Church, The	23,327 (29.0‰)	34,013 (45.1‰)	-31%	87	95	-8%
African Methodist Episcopal Zion Church	14,769 (18.4‰)	-	-	4	-	-
Evangelical Lutheran Church in America	14,610 (18.1‰)	16,697 (22.1‰)	-12%	31	27	+15%
Southern Baptist Convention	13,422 (16.7‰)	17,488 (23.2‰)	-23%	53	47	+13%
African Methodist Episcopal Church	9,904 (12.3‰)	-	-	16	-	-
Muslim estimate	9,696 (12.0‰)	7,007 (9.3‰)	+38%	13	4	+225%

Religion	Adherents			Congregations		
	2010	2000	Change	2010	2000	Change
Conservative Judaism	9,339 (11.6‰)	-	-	4	-	-
Episcopal Church	8,148 (10.1‰)	10,492 (13.9‰)	-22%	23	23	0%
National Baptist Convention, USA, Inc.	7,408 (9.2‰)	-	-	9	-	-
Orthodox Judaism	7,000 (8.7‰)	-	-	5	-	-
Church of God (Cleveland, Tennessee)	6,109 (7.6‰)	3,558 (4.7‰)	+72%	16	10	+60%
Assemblies of God	4,632 (5.8‰)	2,345 (3.1‰)	+98%	12	5	+140%
Lutheran Church	3,654 (4.5‰)	5,336 (7.1‰)	-32%	13	14	-7%
Presbyterian Church in America	3,346 (4.2‰)	3,485 (4.6‰)	-4%	12	12	0%
Church of Jesus Christ of Latter-day Saints, The	2,530 (3.1‰)	1,320 (1.7‰)	+92%	2	6	-67%
Seventh-day Adventist Church	1,831 (2.3‰)	921 (1.2‰)	+99%	6	4	+50%
Buddhism, Mahayana	1,635 (2.0‰)	-	-	3	-	-
United Church of Christ	1,561 (1.9‰)	2,146 (2.8‰)	-27%	7	7	0%
Greek Orthodox Archdiocese of America	1,500 (1.9‰)	1,521 (2.0‰)	-1%	1	1	0%

Religion	Adherents			Congregations		
	2010	2000	Change	2010	2000	Change
Presbyterian Church (U.S.A.)	1,272 (1.6‰)	1,756 (2.3‰)	-28%	9	10	-10%
Salvation Army	1,147 (1.4‰)	1,544 (2.0‰)	-26%	3	4	-25%
Reform Judaism	1,075 (1.3‰)	-	-	2	-	-
American Baptist Churches in the USA	874 (1.1‰)	1,485 (2.0‰)	-41%	2	3	-33%
Churches of Christ	637 (0.8‰)	720 (1.0‰)	-12%	6	5	+20%
Church of the Nazarene	591 (0.7‰)	494 (0.7‰)	+20%	4	2	+100%
Christian Church (Disciples of Christ)	561 (0.7‰)	648 (0.9‰)	-13%	4	4	0%
Christian Churches and Churches of Christ	540 (0.7‰)	935 (1.2‰)	-42%	2	3	-33%
Church of the Brethren	432 (0.5‰)	461 (0.6‰)	-6%	4	4	0%
Unitarian Universalist Association of Congregations	412 (0.5‰)	435 (0.6‰)	-5%	1	1	0%
Baha'i	340 (0.4‰)	392 (0.5‰)	-13%	3	4	-25%
Free Methodist Church of North America	320 (0.4‰)	242 (0.3‰)	+32%	5	2	+150%
Buddhism, Theravada	292 (0.4‰)	-	-	1	-	-

Religion	Adherents			Congregations		
	2010	2000	Change	2010	2000	Change
Community of Christ	274 (0.3‰)	258 (0.3‰)	+6%	2	2	0%
Evangelical Presbyterian Church	226 (0.3‰)	290 (0.4‰)	-22%	1	1	0%
Church of God (Anderson, Indiana)	220 (0.3‰)	183 (0.2‰)	+20%	3	3	0%
Church of God in Christ	181 (0.2‰)	-	-	2	-	-
National Missionary Baptist Convention, Inc.	180 (0.2‰)	-	-	1	-	-
Antiochian Orthodox Christian Archdiocese of North America	163 (0.2‰)	236 (0.3‰)	-31%	1	1	0%
Wisconsin Evangelical Lutheran Synod	143 (0.2‰)	150 (0.2‰)	-5%	1	1	0%
Mennonite Church USA	132 (0.2‰)	106 (0.1‰)	+25%	1	2	-50%
Friends General Conference and Friends United Meeting, dually aligned meetings	131 (0.2‰)	-	-	1	-	-
Christian and Missionary Alliance, The	90 (0.1‰)	454 (0.6‰)	-80%	1	2	-50%
Converge Worldwide/Baptist General Conference	90 (0.1‰)	-	-	1	-	-
Foursquare Gospel, International Church of the	40 (0.1‰)	-	-	1	-	-
Buddhism, Vajrayana	27 (0.0‰)	-	-	1	-	-
Church of God of Prophecy	24 (0.0‰)	56 (0.1‰)	-57%	1	1	0%

Religion	Adherents			Congregations		
	2010	2000	Change	2010	2000	Change
Zoroastrian	8 (0.0‰)	-	-	-	-	-
Sikh	-	-	-	2	2	0%
Korean Presbyterian Church in America	-	-	-	4	-	-
Korean Presbyterian Church Abroad	-	-	-	1	-	-
Anglican Church in North America	-	-	-	5	-	-
Korean-American Presbyterian Church	-	-	-	1	-	-
Ethiopian Orthodox	-	-	-	1	-	-
North American Lutheran Church	-	-	-	1	-	-
Association of Messianic Congregations	-	-	-	1	-	-
Brethren in Christ Church	-	30 (0.0‰)	-	1	1	0%
Union of Messianic Jewish Congregations	-	-	-	1	-	-
United Pentecostal Church International	-	-	-	9	-	-
Catholic Church	-	181,212 (240.2‰)	-	-	37	-
International Pentecostal Holiness Church	-	1,006 (1.3‰)	-	-	2	-
Calvary Chapel Fellowship Churches	-	-	-	1	2	-50%

Religion	Adherents			Congregations		
	2010	2000	Change	2010	2000	Change
Church of Christ, Scientist	-	-	-	3	-	-
Jehovah's Witnesses	-	-	-	9	-	-
New Apostolic Church of North America, National Organization of the	-	-	-	1	-	-
Church of Our Lord Jesus Christ of the Apostolic Faith, Inc.	-	-	-	1	-	-
Full Gospel Baptist Church Fellowship	-	-	-	4	-	-
Christian Brethren	-	-	-	1	-	-
Independent Baptist Fellowship International	-	-	-	1	-	-
International Council of Community Churches	-	-	-	1	-	-
Reformed Baptist Churches	-	-	-	1	1	0%
Independent Fundamental Churches of America	-	-	-	1	-	-
Alliance of Baptists	-	-	-	2	-	-

[All US Cities \(/\)](#) / [Maryland \(/city/Maryland.html\)](#)
[/ Baltimore County, Maryland \(/county/Baltimore_County-MD.html\)](#)
[/ Religion statistics of Baltimore, Maryland](#)

Source: Clifford Grammich, Kirk Hadaway, Richard Houseal, Dale E. Jones, Alexei Krindatch, Richie Stanley, and Richard

H. Taylor. 2012.

2010 U.S. Religion Census: Religious Congregations & Membership Study. Association of Statisticians of American Religious Bodies,

Jones, Dale E., et al. 2002. Congregations and Membership in the United States 2000. Nashville, TN: Glenmary Research Center Website © 2015 Advameg, Inc.

*The religious data reported has a value per mile (0/00), which indicates parts per 1000, and not a percentage.

****DISCLAIMER****

The data contained herein has been obtained from an outside organization, not BCPS. BCPS makes no representation concerning its accuracy.

PRC Calendar Report
Exhibit 3

Student Absence Data

Primary Holy Days	School Year	Date/Day	Number Absent	Absence Reason Religious Holiday	Attendance Rate	Baseline Comparison Data	
						Number Absent	Attendance Rate
Gantan-sai (Shinto)	2010-2011	1/1/2011 (S)	<Schools and Offices Closed>				
	2011-2012	1/1/2012 (Su)	<Schools and Offices Closed>				
	2012-2013	1/1/2013 (T)	<Schools and Offices Closed>				
	2013-2014	1/1/2014 (W)	<Schools and Offices Closed>				
Nativity of Christ (Orthodox Christian)	2010-2011	1/7/2011 (F)	9992.50	35	90.40%	5227.50	94.99%
	2011-2012	1/7/2012 (S)	<Schools and Offices Closed>				
	2012-2013	1/7/2013 (M)	6776.50	22	93.67%	5167.00	95.18%
	2013-2014	1/7/2014 (T)	24768.00	26	77.03%	4965.00	95.44%
Setsubun Sai (Shinto)	2010-2011	2/3/2011 (Th)	5199.00	8	95.01%	5227.50	94.99%
	2011-2012	2/3/2012 (F)	6002.50	7	94.31%	4356.00	95.87%
	2012-2013	2/3/2013 (Su)	<Schools and Offices Closed>				
	2013-2014	2/3/2014 (M)	13828.00	2	86.69%	4965.00	95.44%
Chinese New Year (Confucian/Daoist/Buddhist)	2010-2011	2/3/2011 (Th)	5199.00	8	95.01%	5227.50	94.99%
	2011-2012	1/23/2012 (M)	<schools closed for students only, teachers on duty>				
	2012-2013	2/10/2013 (Su)	<Schools and Offices Closed>				
	2013-2014	1/31/2014 (F)	6310.00	13	94.19%	4965.00	95.44%
New Ruz (New Year) (Baha'i)	2010-2011	3/21/2011 (M)	9335.00	18	91.98%	5227.50	94.99%
	2011-2012	3/21/2012 (W)	4512.00	2	95.72%	4356.00	95.87%
	2012-2013	3/21/2013 (Th)	5501.00	17	94.87%	5167.00	95.18%
	2013-2014	3/21/2014 (F)	5760.00	9	94.70%	4965.00	95.44%
	2010-2011	4/16/2011 (S)	<Schools and Offices Closed>				

Student Absence Data

Primary Holy Days	School Year	Date/Day	Number Absent	Absence Reason Religious Holiday	Attendance Rate	Baseline Comparison Data †	
						Number Absent	Attendance Rate
Mahavir Jayanti (Jain)	2011-2012	4/6/2012 (F)		<Spring Break>			
	2012-2013	4/25/2013 (Th)	10056.50	7	90.62%	5167.00	95.18%
	2013-2014	4/13/2014 (Su)		<Schools and Offices Closed>			
Magha Puja Day (Buddhist)	2010-2011	3/19/2011 (S)		<Schools and Offices Closed>			
	2011-2012	3/8/2012 (Th)	4908.00	18	95.35%	4356.00	95.87%
	2012-2013	3/27/2013 (W)	6337.50	101	94.08%	5167.00	95.18%
	2013-2014	3/16/2014 (Su)		<Schools and Offices Closed>			
Pesach (Passover) - First two days	2010-2011	4/19/2011 (T)		<Spring Break>			
	2011-2012	4/7/2012 (S)		<Spring Break>			
	2012-2013	3/26/2013 (T)	6339.00	165	94.08%	5167.00	95.18%
	2013-2014	4/15/2014 (T)		<Spring Break>			
Pesach (Passover)	2010-2011	4/20/2011 (W)		<Spring Break>			
	2011-2012	4/8/2012 (Su)		<Spring Break>			
	2012-2013	3/27/2013 (W)	6337.50	101	94.08%	5167.00	95.18%
	2013-2014	4/16/2014 (W)		<Spring Break>			
Good Friday (Christian)	2010-2011	4/22/2011 (F)		<Spring Break>			
	2011-2012	4/6/2012 (F)		<Spring Break>			
	2012-2013	3/29/2013 (F)		<Spring Break>			
	2013-2014	4/18/2014 (F)		<Spring Break>			
	2010-2011	4/24/2011 (Su)		<Spring Break>			

Student Absence Data

Primary Holy Days	School Year	Date/Day	Number Absent	Absence Reason Religious Holiday	Attendance Rate	Baseline Comparison Data†	
						Number Absent	Attendance Rate
Easter (Christian)	2011-2012	4/8/2012 (Su)		<Spring Break>			
	2012-2013	3/31/2013 (Su)		<Spring Break>			
	2013-2014	4/20/2014 (Su)		<Spring Break>			
Pesach (Passover) Final two days	2010-2011	4/25/2011 (M)		<Spring Break>			
	2011-2012	4/13/2012 (F)	6502.00	96	93.83%	4356.00	95.87%
	2012-2013	4/1/2013 (M)		<Spring Break>			
	2013-2014	4/21/2014 (M)		<Spring Break>			
Pesach (Passover)	2010-2011	4/26/2011 (T)	6320.50	41	93.86%	5227.50	94.99%
	2011-2012	4/14/2012 (S)		<Schools and Offices Closed>			
	2012-2013	4/2/2013 (T)		<Spring Break>			
	2013-2014	4/22/2014 (T)	5601.00	44	94.83%	4965.00	95.44%
Baisakhi (Sikh)	2010-2011	4/14/2011 (Th)	5562.00	3	94.67%	5227.50	94.99%
	2011-2012	4/14/2012 (S)		<Schools and Offices Closed>			
	2012-2013	4/14/2013 (Su)		<Schools and Offices Closed>			
	2013-2014	4/14/2014 (M)		<Spring Break>			
Beltane Samhain (Wicca)	2010-2011	5/1/2011 (Su)		<Schools and Offices Closed>			
	2011-2012	5/1/2012 (T)	6119.00	1	94.20%	4356.00	95.87%
	2012-2013	5/1/2013 (W)	5043.50	3	95.29%	5167.00	95.18%
	2013-2014	5/1/2014 (Th)	5244.00	1	95.18%	4965.00	95.44%
	2010-2011	5/23/2011 (M)	7281.50	0	93.02%	5227.50	94.99%

Student Absence Data

Primary Holy Days	School Year	Date/Day	Number Absent	Absence Reason Religious Holiday	Attendance Rate	Baseline Comparison Data	
						Number Absent	Attendance Rate
Declaration of the Bab (Baha'i)	2011-2012	5/23/2012 (W)	5505.50	0	94.78%	4356.00	95.87%
	2012-2013	5/23/2013 (Th)	6080.00	3	94.33%	5167.00	95.18%
	2013-2014	5/23/2014 (F)	8485.50	2	92.21%	4965.00	95.44%
Visakha Puja - Buddha Day (Buddhist)	2010-2011	5/17/2011 (T)	6217.00	0	94.04%	5227.50	94.99%
	2011-2012	5/6/2012 (Su)	<Schools and Offices Closed>				
	2012-2013	5/25/2013 (S)	<Schools and Offices Closed>				
	2013-2014	5/14/2014 (W)	5501.00	0	94.95%	4965.00	95.44%
Ascension of Baha'u'llah (Baha'i)	2010-2011	5/29/2011 (Su)	<Schools and Offices Closed>				
	2011-2012	5/29/2012 (T)	7423.00	2	92.96%	4356.00	95.87%
	2012-2013	5/29/2013 (W)	5075.50	1	95.26%	5167.00	95.18%
	2013-2014	5/29/2014 (Th)	5545.50	2	94.91%	4965.00	95.44%
Pentecost (Christian)	2010-2011	6/12/2011 (Su)	<Schools and Offices Closed>				
	2011-2012	5/27/2012 (Su)	<Schools and Offices Closed>				
	2012-2013	5/19/2013 (Su)	<Schools and Offices Closed>				
	2013-2014	6/8/2014 (Su)	<Schools and Offices Closed>				
Asalha Puja Day (Buddhist)	2010-2011	7/26/2010 (M)		<summer break>			
	2011-2012	7/15/2011 (F)		<summer break>			
	2012-2013	7/3/2012 (T)		<summer break>			
	2013-2014	7/22/2013 (M)		<summer break>			
	2010-2011	8/11/2010 (W)		<summer break>			

Student Absence Data

Primary Holy Days	School Year	Date/Day	Number Absent	Absence Reason Religious Holiday	Attendance Rate	Baseline Comparison Data†	
						Number Absent	Attendance Rate
Ramadan (Islam)	2011-2012	8/1/2011 (M)		<summer break>			
	2012-2013	7/20/2012 (F)		<summer break>			
	2013-2014	7/9/2013 (W)		<summer break>			
Krishna Janmashtami (Hindu)	2010-2011	9/2/2010 (Th)	2508.00	7	97.56%	4119.50	96.05%
	2011-2012	8/22/2011 (M)		<summer break>			
	2012-2013	8/10/2012 (F)		<summer break>			
	2013-2014	8/28/2013 (W)	2425.50	2	97.72%	4176.50	96.15%
Rosh Hashana (Jewish)	2010-2011	9/9/2010 (Th) ^{Note}		<Schools and Offices Closed>			
	2011-2012	9/29/2011 (Th)		<Schools and Offices Closed>			
	2012-2013	9/17/2012 (M)		<Schools and Offices Closed>			
	2013-2014	9/5/2013 (W)		<Schools and Offices Closed>			
Day Following Rosh Hashanah	2010-2011	9/10/2010 (F) ^{Note}	6443.50	1273	93.77%	4119.50	96.05%
	2011-2012	9/30/2011 (F)	6229.00	522	94.08%	4156.50	96.06%
	2012-2013	9/18/2012 (T)	4764.00	339	95.53%	4132.50	96.14%
	2013-2014	9/6/2013 (F)	4954.00	386	95.38%	4176.50	96.15%
Eid al-Fitr (Islam) <begins at sunset>	2010-2011	9/9/2010 (Th) ^{Note}		<Schools and Offices Closed>			
	2011-2012	8/30/2011 (T) ****		<Hurricane Irene>			
	2012-2013	8/18/2012 (S)		<Schools and Offices Closed>			
	2013-2014	8/7/2013 (W)		<summer break>			
	2010-2011	9/10/2010 (F) ^{Note}	6443.50	1273	93.77%	4119.50	96.05%

Student Absence Data

Primary Holy Days	School Year	Date/Day	Number Absent	Absence Reason Religious Holiday	Attendance Rate	Baseline Comparison Data	
						Number Absent	Attendance Rate
Eid al-Fitr (Islam)	2011-2012	8/31/2011 (W)	3523.50	25	96.16%	4156.50	96.06%
	2012-2013	8/19/2012 (Su)	<Schools and Offices Closed>				
	2013-2014	8/8/2013 (Th)	<summer break>				
Paryushana (Jain)	2010-2011	9/12/2010 (Su)	<Schools and Offices Closed>				
	2011-2012	9/2/2011 (F)	3849.50	13	95.96%	4156.50	96.06%
	2012-2013	9/20/2012 (Th)	3465.00	1	96.76%	4132.50	96.14%
	2013-2014	9/10/2013 (T)	3789.00	1	96.48%	4176.50	96.15%
Yom Kippur (Jewish)	2010-2011	9/18/2010 (S)	<Schools and Offices Closed>				
	2011-2012	10/8/2011 (S)	<Schools and Offices Closed>				
	2012-2013	9/26/2012 (W)	<Schools and Offices Closed>				
	2013-2014	9/14/2013 (S)	<Schools and Offices Closed>				
Day Following Yom Kippur (Jewish)	2010-2011	9/19/2010 (Su)	<Schools and Offices Closed>				
	2011-2012	10/9/2011 (Su)	<Schools and Offices Closed>				
	2012-2013	9/27/2012 (Th)	3731.50	13	96.51%	4132.50	96.14%
	2013-2014	9/15/2013 (Su)	<Schools and Offices Closed>				
Dasera (Hindu)	2010-2011	10/17/2010 (Su)	<Schools and Offices Closed>				
	2011-2012	10/6/2011 (Th)	3813.50	19	96.38%	4156.50	96.06%
	2012-2013	10/24/2012 (W)	4132.50	44	96.14%	4132.50	96.14%
	2013-2014	10/14/2013 (M)	5980.00	71	94.48	4176.50	96.15%
	2010-2011	11/1/2010 (M)	8510.00	8	91.83%	4119.50	96.05%

Student Absence Data

Primary Holy Days	School Year	Date/Day	Number Absent	Absence Reason Religious Holiday	Attendance Rate	Baseline Comparison Data†	
						Number Absent	Attendance Rate
Samhain - Beltane (Wicca)	2011-2012	11/1/2011 (T)	6085.50	0	94.22%	4156.50	96.06%
	2012-2013	11/1/2012 (Th)	5688.50	2	94.67%	4132.50	96.14%
	2013-2014	11/1/2013 (F)	<schools closed for students only, teachers on duty>				
Diwali (Hindu, Jain, Sikh)	2010-2011	11/5/2010 (F)	5356.50	13	94.86%	4119.50	96.05%
	2011-2012	10/26/2011 (W)	4156.50	15	96.06%	4156.50	96.06%
	2012-2013	11/13/2012 (T)	5152.00	12	95.19%	4132.50	96.14%
	2013-2014	11/3/2013 (Su)	<Schools and Offices Closed>				
Eid al-Adha (Islam) <begins at sunset>	2010-2011	11/16/2010 (T)	6434.50	683	93.83%	4119.50	96.05%
	2011-2012	11/6/2011 (Su)	<Schools and Offices Closed>				
	2012-2013	10/25/2012 (Th)	4300.50	32	95.99%	4132.50	96.14%
	2013-2014	10/14/2013 (M)	5980.00	71	94.48%	4176.50	96.15%
Eid al-Adha (Islam)	2010-2011	11/17/2010 (W)	4858.50	108	95.24%	4119.50	96.05%
	2011-2012	11/7/2011 (M)	5547.00	121	94.73%	4156.50	96.06%
	2012-2013	10/26/2012 (F)	6578.00	779	93.86%	4132.50	96.14%
	2013-2014	10/15/2013 (T)	5659.00	988	94.78%	4176.50	96.15%
Guru Nanak Birthday (Sikh)	2010-2011	11/21/2010 (Su)	<Schools and Offices Closed>				
	2011-2012	11/10/2011 (Th)	4550.00	5	95.68%	4156.50	96.06%
	2012-2013	11/28/2012 (W)	4853.50	0	95.47%	4132.50	96.14%
	2013-2014	11/17/2013 (Su)	<Schools and Offices Closed>				
	2010-2011	12/25/2010 (S)	<Schools and Offices Closed>				

Student Absence Data

Primary Holy Days	School Year	Date/Day	Number Absent	Absence Reason Religious Holiday	Attendance Rate	Baseline Comparison Data†	
						Number Absent	Attendance Rate
Christmas (Christian)	2011-2012	12/25/2011 (Su)		<Schools and Offices Closed>			
	2012-2013	12/25/2012 (T)		<Schools and Offices Closed>			
	2013-2014	12/25/2013 (W)		<Schools and Offices Closed>			

* Schools and Offices Closed

** Schools Closed

*** Coincides with Spring Break - Schools Closed

**** Schools Closed, Hurricane Irene (Offices Open)

Note: In 2011-12, Eid al-Fitr and Rosh Hashanah fell on the same day.

† The baseline sample days were chosen using the following criteria requested by the Policy Review Committee: (1) one day in the spring and in the fall for each school year; (2) the day be a T, W, or Th; and (3) the day not fall before or after a holiday or professional development day.

PRC Calendar Report Exhibit 4

Public Comment on School Calendar
Press Release--December 9, 2014
Comments Accepted through January 20, 2015

Last Name	First Name	Comment	Date Received	Received from same person/ e-mail address
1 Barnaby	Claire E.	"Baltimore County has actively recruited teachers from as far away as Michigan and further, yet consistently denies these employees time to get home for the holidays. We are forced to risk the dangers of driving all night, deal with the misery of flying during the holidays or miss out on having Christmas with family. Out of respect for their employees, Baltimore County board members should allow the 23 rd to be a day off for safe travel." (6th Grade Teacher, Catonsville Middle School)	1/5/2015, 3:14 pm	
2 Ahmed	Naveed	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths. I, as a resident of the Baltimore County ask that you close school on both Eid Holidays just as the other abrahamic faiths have the liberty to enjoy their holidays to the fullest. I'm emailing in regards to support the equality of religion that is given to us in the constitution asking BCPS to make their best effort to CLOSE the BCPS for BOTH Eid Ul Fitr and Eid Ul Adha Holidays. My younger brother, Numair Ahmed, currently a senior in Catonsville High School has had so much trouble in his high school years as he was in dilemma whether or not to miss school on the Eid Days because he feared he would fall behind in classes. I'm sure many Muslim families feel the same. Please do what you can.	1/11/15, 8:48 pm	1/12/15, 4:09 pm 1/12/15, 4:09 pm 1/12/15, 4:10 pm 1/12/15, 4:11 pm 1/15/15, 2:52 pm 1/19/15, 5:57 pm
3 Chaudhry	Zoobia W.	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 2:03 pm	
4 Pathan	Imran	Hello Ms. Romaine We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 2:12 pm	
5 Patel	Maqbool and Shahnaz	As tax payers, We, very humbly ask that BCPS add two muslim holidays annually : (1) Eid-Al-Fitr and (2) Eid-Al-Adha; similar to two Jewish holidays included by BCPS academic year; your action will be in compliance with the equal treatment policy for all students, faculty and staff, attending Baltimore County Public Schools System	1/12/2015, 2:13 pm	1/15/15, 2:49 pm
6 Alavi	Syed & Adeela	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 2:19 pm	
7 Qasim	Noor	Being a Baltimore County resident, I am requesting you to please approve 2 Muslim holidays in Baltimore County Public Schools as everybody else.	1/12/2015, 2:20 pm	
8 Syed	Masiuddin	I, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 2:28 pm	
9 Siddiqui	Hakeem	Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 2:29 pm	
10 Ahmed	Shayaaq	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths. Please consider our request and include the two Eid days into the list of Holidays.	1/12/2015, 2:32 pm	

Public Comment on School Calendar
Press Release--December 9, 2014
Comments Accepted through January 20, 2015

Last Name	First Name	Comment	Date Received	Received from same person/ e-mail address
11 Naaz	Rubeena	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths. Please consider our request and include the two Eid days into the list of Holidays.	1/12/2015, 2:35 pm	
12 Kanran	Fayyaz	Please considered two Muslim holidays in your school calendar. Holidays Name: Eid al fitr and Eid al adha.	1/12/2015, 2:43 pm	
13 Qasim	Mahmood	I, the undersigned request Baltimore County Public Schools System to close for two Muslim Eid Holidays as a matter of principle of equality with the students of all abrahamic faiths	1/12/2015, 2:46 pm	
14 Syed	Abdul Hadi	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all Abrahamic faiths.	1/12/2015, 2:47 pm	
15 Ahmed	Adnan	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 3:01 pm	
16 Siddiqui	Hafsa	Please approve two Muslim holidays for both Eids in Baltimore County Public Schools.	1/12/2015, 3:07 pm	
17 Tabbasum	Asra	Please approve two Muslim holidays on the BCPS calendar for both Eids	1/12/2015, 3:22 pm	
18 Jawed	Taha	I support school and office closing on the EID holiday.	1/12/2015, 3:34 pm	
19 Qazi	Tayaabab	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 3:35 pm	1/15/15, 5:21 pm
20 Sadiq	Moiz	Hi, let would like to say that I support schools closing on Eid for holiday	1/12/2015, 3:48 pm	
21 Jameel	Muhammad	<p>1: Exceptions to COMAR have been made and policies implemented by BCPS since decades.</p> <p>2: No data was ever produced or claimed to exist when Calendar Committee recommendations, of closing school system (168+ schools) on two high holidays each, for students of two Abrahamic faiths, were made.</p> <p>3: Equal rights, Equal treatment and Justice are supposed to be guaranteed.</p> <p>4: MD State BOE had testified before BCPS BOE, that it (BCPS) had opened the door to non COMAR holidays.</p> <p>5: We, in the Muslim community of Baltimore County, are not asking to close the door and remove any current holidays. We are only asking for INCLUSION of, & removal of the Discrimination against, the two Muslim Holidays.</p>	1/12/2015, 3:53 pm	
22 Umar	Umm	Please grant holidays for 2 eid (muslim)	1/12/15, 4:21 pm	

**Public Comment on School Calendar
Press Release--December 9, 2014
Comments Accepted through January 20, 2015**

Last Name	First Name	Comment	Date Received	Received from same person/ e-mail address
23 Ahmed	Fraaz	<p>I am writing to you regarding the 2015-2016 Academic Calendar that has been proposed by the Calendar Committee. I understand the BCPS Board of Education will soon be voting on this proposal. I am interested in making sure that Muslim staff and students in public schools are treated equal to their counterparts of other faiths vis-a-vis school closings on their religious holidays.</p> <p>It has recently come to my attention that the proposed BCPS calendar for Academic Year 2015-2016 close schools on the following Christian and Jewish religious holidays:</p> <p>Rosh Hashanah (9/14/2015) Yom Kippur (9/23/2015) Christmas Holiday (12/24/2015) Easter Holiday (3/24/2016)</p> <p>The Muslim holiday Eid-ul-Adha (which coincides with Yom Kippur in 2015) also falls on 9/23/2015, however it is ignored by this calendar. I believe that the significant Muslim population in Baltimore County and in BCPS should be treated equal to other citizens by their government institutions. In particular I believe the proposed calendars should be amended such that 9/23/2015 is listed as "Yom Kippur / Eid-ul-Adha". I urge the members of the Board to propose such an amendment and pass it at the next meeting of the board.</p>	1/12/2015, 4:25 pm	1/12/15, 4:25 pm
24 Abbasi	Saad	<p>My name is Saad Abbasi and I have been affected by the lack of school closings on the Eid holidays throughout my entire time attending public school. Not only would I have to skip school for the day but it would be quite difficult making up all the work and catching up. With this being said I humbly ask the Baltimore County Public School system to close on one day in Eid al Fitr and one day on Eid al adha, EQUAL to the closure of all Jewish and Christian holidays. As a Muslim American I am simply demanding for equality with regards to this issue and hope that the BCPS system takes this in to consideration.</p>	1/12/2015, 4:48 pm	
25 Khan	Babur	<p>I wanted to show my support for closing schools and having Eid as a public holiday in that effect in Baltimore County. America is a great country and nation, and what makes this country more beautiful is its multiculturalism and its huge spectrum of racial and religious diversity. Muslims in the United States are a vital part of the society and have been for a really long time. It would be a great message of peace to all Muslims both inside and outside the country if Baltimore County declares school closure on Eids and would motivate every Muslim even further to care for this country.</p>	1/12/2015, 4:54 pm	
26 Moazzam	Mehtaab	<p>I support closing on both Eid holidays for Baltimore County Public Schools</p>	1/12/2015, 5:13 pm	

**Public Comment on School Calendar
Press Release--December 9, 2014
Comments Accepted through January 20, 2015**

Last Name	First Name	Comment	Date Received	Received from same person/ e-mail address
27	Choudhary	Somaera I am writing to you regarding the 2015-2016 Academic Calendar that has been proposed by the Calendar Committee. I understand the BCPS Board of Education will be voting on this proposal on their next board meeting. I am interested in making sure that Muslim staff and students in public schools are treated equal to their counterparts of other faiths vis-a-vis school closings on their religious holidays. It has recently come to my attention that the proposed BCPS calendar for Academic Year 2015-2016 close schools on the following Christian and Jewish religious holidays: Rosh Hashanah (9/14/2015) Yom Kippur (9/23/2015) Christmas Holiday (12/24/2015) Easter Holiday (3/24/2016) The Muslim holiday Eid-ul-Adha (which coincides with Yom Kippur in 2015) also falls on 9/23/2015, however it is ignored by this calendar. I believe that the significant Muslim population in Baltimore County and in BCPS should be treated equal to other citizens by their government institutions. In particular I believe the proposed calendars should be amended such that 9/23/2015 is listed as "Yom Kippur / Eid-ul-Adha". I urge the members of the Board to propose such an amendment and pass it at the next meeting of the board. Thank you for your time.	1/12/2015, 5:33 pm	
28	Siddiqui	Mohammed Please approve Two Muslim Holidays in Baltimore County Public schools. It would be greatly appreciated if you did so. Thank you very much	1/12/2015, 5:34 pm	
29	Tabbasum	Asra Please approve 2 Muslim Holidays in the Baltimore County Public Schools.	1/12/15, 5:37 pm	
30	Kausar	"please approve Two Muslim holidays in Baltimore County public school"	1/12/2015, 5:41 pm	
31	Ovais	Hira please approve Two Muslim holidays in Baltimore County public school	1/12/2015, 5:52 pm	
32	Alvi	Sana I really want to say that we should have a day off for Muslim holidays. I believe that EID should be considered a day off. Thank you very much and I hope Beps will make Eid an official holiday off.	1/12/2015, 6:05 pm	1/12/15, 6:09 pm
33	Azceem	Sara We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all Abrahamic faiths.	1/12/2015, 6:15 pm	
34	Sufian	Minal I support closing Baltimore County Public Schools on both Eid holidays.	1/12/2015, 6:43 pm	
35	Ishaq	Humayun I strongly support Holiday on both Eid. Thank you There should be holiday on eid i and my family support holiday on both Eid thank you	1/12/2015, 6:53 pm	1/12/15, 6:55 pm
36	Siddiqui	Abdul Mugeet Please accept two Muslim holidays in Baltimore County Public School.	1/12/2015, 7:28 pm	
37	Ahmed	Syed Wasi I would like to request for holiday on both of Eids as they are important festivals in my community and would like the school to be closed that days. Early and positive reply is highly appreciated	1/12/2015, 7:28 pm	
38	Mian	Suleman We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 7:32 pm	

Public Comment on School Calendar
Press Release--December 9, 2014
Comments Accepted through January 20, 2015

Last Name	First Name	Comment	Date Received	Received from same person/ e-mail address
39 Abidin	Zain	Hello respected sir, I am a Muslim and would highly appreciate if schools would be given days off for Eid just as they re given for days important to religions other than Islam. It is crucial for maintaining religious equality and to maintain social justice. Thank you. As a student in baltimore county I want to be proud that I am taking a day off for my religion holiday, I want when I come back to school tell all my friend how we celebrate our holidays, what food we prepared, and with whom I celebrate.	1/12/2015, 8:04 pm	1/12/15, 8:04
40 Semmah	Mohamed	I respectfully ask to treat all faith equally and recognize the Muslim holidays as official holidays.	1/12/2015, 8:45 pm	
41 Hoti	Naser	Need two EiD Holidays every year on our school	1/12/2015, 9:21 pm	
42 Mahmood	Tahir	Eid holidays are genuine demands.	1/12/2015, 9:30 pm	
43 Mahmoodi	Rizwan	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all Abrahamic faiths.	1/12/2015, 9:49 pm	
44 Qasim	M	I request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths. These holidays days off are very important to me, as well as important to all the kids in my age. I request you as a board of education to listen to my voice and give me the chance to enjoy it.	1/12/2015, 9:55 pm	1/12/15, 9:55 pm
45 Syed	Samra	I support schools closing down on Eid	1/12/2015, 9:56 pm	
46 Muqeeth	Shahena	On the school calendars, I request that you add two Eid holidays every year. I would appreciate it if you could close schools on these two days.	1/12/2015, 9:59 pm	
47 Ahmed	Hafsa	Please approve 2 Muslim holidays in baltimore county public schools.	1/12/2015, 10:05 pm	
48 Zailb		Please approve Two Muslim holidays in Baltimore County Public Schools, Thank you	1/12/2015, 10:07 pm	
49 Khan	Amber	Please let school be off for EID holidays as it is only fair that they deserve the same as all the other students do. Truly appreciated.	1/12/2015, 10:09	
50 Ali	Syed Talha	We the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 10:12 pm	1/12/15, 10:12 pm
51 Shukur	Shaik	I would like to request you to include Muslim Holidays in the calendar as you already have for other religions.	1/12/2015, 10:13 pm	
52 Ahmed	Numair	Hi, my name is Numair Ahmed. I am a Muslim BCPS student, and I have always abhorred having to make up school work following Eid-al fitr and Eid-al adha because BCPS schools do not close schools on these Muslim holidays. I strongly encourage that you and the board of BCPS considers making these dates countywide holidays.	1/12/2015, 10:18 pm	

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Last Name	First Name	Comment	Date Received	Received from same person/ e-mail address
53 Khan	Naureen	<p>As a Muslim who grew in the Baltimore County Education System and is now studying to be a teacher, I approve of the two closing days for Muslim holidays in Balt County Public Schools. I remember it was extremely unfair to have to choose between going to school and my religion and the same goes for many of my peers.</p> <p>I am a resident of Baltimore County. I now attend UMBC but as a child, I attended Balt public schools. All my family and friends did also, who are of Islamic faith. We often had to choose between school and our religion holiday, EID and it felt horrible and unfair. This has been a long going issue that no one in the Board seems to truly care for. Today, there are 10 Muslim children in my family who attend Balt Public Schools and thousands more in other families.</p> <p>I hope there is going to be a fair and equal change soon.... So my children don't have to suffer.</p>	1/12/2015, 10:20 pm	1/19/15, 6:44 pm
54 Syed	Salam	please approve Two Muslim holidays in Baltimore County public school	1/12/2015, 10:26 pm	
55 Syed	Zagham	Please close schools on Muslim holidays	1/12/2015, 10:33 pm	
56 Afreen	Hajira	Please approve Two Muslim holidays in Baltimore County public school	1/12/2015, 10:34 pm	
57 Afzal	Rashid	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 10:43 pm	
58 Maswadeh	Waleed	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 10:52 pm	
59 Ashiq	Aqsa	please approve Two Muslim holidays in Baltimore County public school	1/12/2015, 10:58 pm	
60 Ahmad	Noor	My name is Noor Ahmad. I would like to voice my opinion on the debate for no school days for the Eid holidays. I support it, because I feel like it is as fair as getting off for Hanukah, Easter, or Christmas ect.	1/12/2015, 11:03 pm	
61 Mateen	Abdul	Muslims are in abundance and we went schools closed for our Eid holidays. If the date is an issue give 3days off, if nothing else it's time we educate the communities of cultural diversity and what better way the. A celebration, county wide, or better yet state wide, with day(s) off.	1/12/2015, 11:05 pm	
62 Malik	Umar	Please approve two muslim holidays for Baltimore County Public Schools this year and every year on.	1/12/2015, 11:06 pm	
63 Malik	Mahin	Please approve two muslim holidays for Baltimore County Public Schools this year and every year on.	1/12/2015, 11:08 pm	
64 Qureshi	Kaynat	<p>My name is Kaynat Qureshi and I am a freshman at the University of Baltimore. I graduated in the 2014 class from Patapsco High School. All throughout my elementary, middle and high school years I unfortunately had to attend school during this Islamic Holiday (Eid). I don't find it fair that living in America, I don't have the freedom to have off for one day but rather go to school and miss the festive of my religion. Schools are closed for many other traditional holidays during the year- so why not Eid? It would mean a lot to me if my brothers who are in the BCPS system could spend Eid with my family and I instead of in class. I hope you look into this and find it very appropriate that schools should be closed for Eid every year. For an entire month, Muslims fast for Ramadan and Eid is the big celebration. It's only fair for Muslims to embrace their religion living in America.</p>	1/12/2015, 11:14 pm	

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65 Ghannoum	Haysam	I am writing about getting school closing for Muslim holidays Eid Aladha and Eid Alfiter. We have 4 kids who attend BCPS. My son attends Rigdley Middle School and my younger 3 kids attend Pinewood elementary school.I believe that it would be only fair to have school closing for Muslim holidays since BCPS close for Jewish holidays.Thanks for hearing our request	1/12/2015, 11:17 pm	
66 Aina	Rashidat	I'm writing in support of school on both Eid days.	1/12/2015, 11:20 pm	1/12/15, 11:22 pm
67 Aina	Hafiz	I am emailing to show my support for closing Baltimore County Public Schools (BCPS) on the two Islamic Eid holidays. If BCPS permits days of Christian and Jewish holidays, it is only right that BCPS recognizes Muslim holidays as well. Considering the diverse student body that BCPS encompasses, it is imperative that BCPS takes a step forward and implements this policy.	1/12/2015, 11:21 pm	
68 Johnson-Bey	Veronica	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/12/2015, 11:22 pm	1/12/15, 11:15 pm
69 Moazzam	Ozeair	As a former muslim BCPS student, I believe schools should be closed for both days of Eid and other known holidays that are celebrated by other students. Everyone should be treated equal respectfully with the days off they get due to religious holidays and for muslim students it should be no different! Thank you for giving us the time to speak out!	1/12/2015, 11:22 pm	1/12/15, 11:22 pm
70 Aina	Waluu	In support of public holiday on Muslim Eid days.	1/12/2015, 11:31 pm	
71 Khan	Mehwish	School should be closed on eid day!!!! Its our holidays!!!!SHUD BE CLOSED	1/12/2015, 11:34 pm	1/12/15, 11:34 pm
72 Qureshi	Mahnoor	I support not having school on Eid Day because it's a very important holiday for Muslims. Just like we get days off for Jewish holidays, we should also get days off an Islamic day. It also messes up our attendance for those who want perfect attendance. Please look into this its very important to us !!	1/12/2015, 11:34 pm	
73 Yekini	Zainab	I support closing schools on both Eid Holidays .	1/12/2015, 11:50 pm	
74 sidd	nida	Please approve two muslim holidays in bcps	1/12/2015, 11:50 pm	
75 Shah	Prince	It should be a part of the school holiday schedule and it will show how the country cares about all religions.	1/12/2015, 11:51 pm	
76 Mahmood	Ashar	Greetings to you, I would like to add for the request of to approve two Muslim holidays (Eid) in Baltimore County Public Schools.	1/13/2015, 12:22 AM	
77 Kasmani	Shahnaz	please approve Two Muslim holidays in Baltimore County public school	1/13/2015, 1:14 am	
78 Mian	Khalid	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/13/2015, 6:36 am	
79 Suban	Mohammed	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/13/15, 8:57 am	1/13/15, 8:57 am
80 Aina	Semiat	I support closing schools on both eid holidays.	1/13/2015, 9:02 am	
81 Saleem	Mohammed	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths.	1/13/2015, 9:16 am	
82 Elashery	Ahmad Ramy	I am Ahmad Elashery, Living and working in Baltimore, and wish my growing family to take Muslims' EID off in the schools equal to Yum, Kippur, and Roshhashana.	1/13/2015, 9:25 am	

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83	Hasan	Raza	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths. I have three children going to Baltimore County Public School and having a scheduled leave for Eids would be a big help.	1/13/2015, 9:28 am	1/13/15, 9:29 am
84	U/K	Bina	Please approve muslim holidays	1/13/15, 10:00 am	1/13/15, 10:00 am 1/13/15, 10:00 am
85	Aslam	Zeeshan	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths. I have three children going to Baltimore County Public School and having a scheduled leave for Eids would be a big help.	1/13/2015, 10:34 am	
86	Siddiqui		I am in favor of approving Eid holiday as an official day off for the children of Islamic faith. Baltimore county public schools system have a considerable amount of Muslim children, who have the right to enjoy this auspicious day of Eid. Depriving them from their basic rights would be against the principles on which this country was established. Consideration with a kind heart and sound mind would be appreciated.	1/13/2015, 10:44 am	
87	Rehman	Ahson	We, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths. I have three children going to Baltimore County Public School and having a scheduled leave for Eids would be a big help.	1/13/2015, 10:48 am	
88	Nabeel	Sadaf	We really want Baltimore County to close school on Eid Holiday. This step will really be appreciated :)	1/13/2015, 11:44 am	
89	Ibrahim	Husni	I support Eid holidays in BCPS and I believe that it's a normal right for the Muslim community to have holidays like every other US citizen.	1/13/2015, 2:29 pm	
90	Al Asadi	Yazan	I think that schools should close on Eid holidays, because muslims have the right to celebrate their holiday.	1/13/2015, 2:31 pm	
91	Chaudhry	Halim	I, the undersigned request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all abrahamic faiths. Children of our community are going to Baltimore County Public Schools and having a scheduled leave for Eids would be a big help	1/13/2015, 3:04 pm	
92	Mayerman	Mariam	Please approve two Muslim holidays for Baltimore County schools	1/13/2015, 6:01 pm	
93	Bennett	L	I wish to note my request for muslim holidays to be considered in the Baltimore County School System. we only have two holidays, and fairness with other religions requires sensitivity to our. Please let me know if today is in fact some deadline for submission and/ or what I would need to do to have such considered.	1/13/2015, 7:37 pm	
94	Khan	Raadia	I, a resident of Baltimore County, request Baltimore County Public School Systems close for the two Muslim high holidays, Eid-ul-Fitr and Eid-al-Adha, in accordance with the lunar calendar, as a matter of principle and equality with the students of all Abrahamic faiths. Muslim students in Baltimore County should be able to take leave for our major holidays without worrying about missing school and work.	1/14/2015, 11:42 am	
95	Shaikh	Erum	Please Approve two Muslim holiday in Baltimore county and baltimore city public school	1/15/2015, 11:39 am	
96	U/K	U/K	Please consider Lunar New Year a holiday like Rosh Hashanah	1/15/2015, 12:06	1/15/15, 12:07 pm

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97 Siddiqui	Zareen	Please approve 2 Muslim holidays in Baltimore county.	1/15/2015, 12:12 pm	
98 Ansari	Zain	Please approve two Islamic Holidays in all of Maryland as well as Baltimore county public schools.	1/15/2015, 12:55 pm	
99 U/K	U/K	We need eid holidays	1/15/2015, 6:32 pm	
100 Tariq	Zees	Please approve 2 Muslim eid holidays in Baltimore county public school.	1/15/2015, 9:17 pm	
101 Pervalz	Khalid	Please approve	1/17/2015, 5:47 am	
102 Maqsood	Asmaa	Please grant us the day off on two muslim holidays	1/18/2015, 1:32 am	1/18/15, 1:32 am
103 Khan	Luthfur	I am requesting to add Muslim Holiday on BCPS calender like others. My daughter is a BCPS student.	1/15/2015, 2:45 pm	
104 Hussain	Farehaa	I strongly believe schools should be closed on the two muslim holidays and support any act in favor of this change.	1/15/2015, 2:46 pm	
105 Ahmad	Ahfaz	Please grant two eid holidays for Muslims in Baltimore county	1/15/15, 3:19 pm	
106 Fatima	Masooma	Hi , i just wanted to ask if it was possible that you guys would consider closing schools for Muslim holidays because many Muslim students do attend BCPS so i thought it would be much easier for them and so they wont miss any school work , thank you for your consideration .	1/15/2015, 5:27 pm	
107 Diop	Elhadji	we need two holidays per year in our school please.	1/15/2015, 7:12 pm	
108 Tori	Aasiya	We, the undersigned, request Baltimore County Public Schools System to close for the two Muslim high holidays as a matter of principle of equality with the students of all Abrahamic faiths.	1/15/2015, 8:47 pm	
109 Samb	khoudia	we need two muslim holidays per year in our school please.	1/15/2015, 9:14 pm	
110 Abbasi	Zeeshan	Eid ul adha and eid ul fitar are two very important days. Due to work and school we cannot celebrate our these important occasions. These should be holidays	1/16/2015, 9:14 pm	
111 Abbasi	Annun	Please approve Two Muslim holidays in Baltimore County public school	1/16/2015, 11:35 am	
112 Mano	Rabia	I have a racquet gives holiday Muslims holiday	1/16/2015, 12:03	
113 Rana	U/K	Please approve two Muslim Holidays in Baltimore County public Schools	1/16/2015, 12:47 am	
114 Ali	Saqib	I strongly that you treat your Muslim staff and students equally to their counterparts of other faiths. It has recently come to my attention that the proposed BCPS calendar for Academic Year 2015-2016 close schools on the following Christian and Jewish religious holidays: Rosh Hashanah (9/14/2015) Yom Kippur (9/23/2015) Christmas Holiday (12/24/2015) Easter Holiday (3/24/2016) The Muslim holiday Eid-ul-Adha (which coincides with Yom Kippur in 2015) also falls on 9/23/2015, however it is ignored by this calendar. I believe that the significant Muslim population in Baltimore County and in BCPS should be treated equal to other citizens by their government institutions. In particular I believe the proposed calendars should be amended such that 9/23/2015 is listed as "Yom Kippur / Eid-ul-Adha". I urge the members of the Board to propose such an amendment and pass it at the next meeting of the board on January 15th.	1/19/15, 12:20 pm	1/19/15, 12:21 pm

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115	Haidariya	Heba	I am one of mom I have my children in Baltimore county public school each year we have a problem that we got our children out of the school it's not fair	1/19/2015, 3:02 pm	
116	Hala	Ghanem	Hello, my name is Hala Ghanem and my kids, Gia Shakra (Loch raven middle) and Khaled Shaka (Cromwell valley elementary) who are Muslim students in bcps and we are asking you to treat us equally of holidays by considering Muslim holidays as a break for bcps. We think that it would be fair that you give our holiday off from all of bcps than us pulling our kids out of their learning time in order to celebrate our Muslim holidays. PLEASE BE FAIR WITH US. WE NEED EQUALITY OF HOLIDAYS. We appreciate your effort in doing so.	1/19/15, 3:27 pm	
117	Alassadi	Jina	My name is Ramma Alkhaled. I'm a student in Harford Hill elementary school, fourth grade Baltimore county . I'm writing this letter to bring your attention that Im a Muslim student ask to be treated equally like other student who celebrate their religion holidays and have days off from school. As a Muslim student I'm seeking parity with Christians and Jews, who get several holidays off from school during the year . In 2015, 2016 I don't want to be excused from attending the school to celebrate my holiday. I'm one of the student who place a great value on education and I don't want to miss any lessons. As a student in Baltimore county I want to be proud that I am taking a day off for my religion holiday, I want when I come back to school tell all my friend how we celebrate our holidays, what food we prepared, and with whom I celebrate. These holidays days off are very important to me, as well as important to all the kids in my age. I request you as a board of education to listen to my voice and give me the chance to enjoy it.	1/19/15, 11:46 pm	
118	Khan	Tariq	Please allow our muslim children to have there two religious holidays as we have for our other children's of faith.	1/20/15, 7:44 am	
119	Pharoan	Hana	Muslim America respects their life in the USA , they pay taxes as everybody else , they follow rules & regulations , majority carry great values , ethics . education is very important to them, taking off on Muslim holiday is very important but education is more important. For that I ask the board not to DENY us our simple right to celebrate our holiday as EQUAL as every body else. I request Muslim holidays to be as legal as all holidays. We want our children to share their experience of celebration with their friends. It's time to have more diversity in our county	1/20/15, 9:47 am	1/20/15, 10:30 am
120	Ahamed	Sad	Muslim should be given 2 equal holidays as equal to others	1/20/15, 10:44 pm	

**APPROVED- 6/15/15
REPORT OF THE PUBLIC HEARING FOR THE SCHOOL CALENDAR
MONDAY, MARCH 16, 2015
GREENWOOD, BUILDING E, ROOM 114**

The hearing was called to order by Romaine Williams, Esq., Chairperson, Policy Review Committee, at 6:00 p.m. In addition to Chairperson Williams, the following Board members were present: Mr. Charles McDaniels, Jr., Mr. Michael Bowler, Ms. Marisol A. Johnson, Mr. H. Edward Parker, Mr. Rodger Janssen, and Mr. George Moniodis. In addition, the following staff members were in attendance: Margaret-Ann F. Howie, Esq., General Counsel; Ms. Michele O. Prumo, Chief of Staff; Dr. John Mayo, Chief Human Resources Officer; Mr. Mychael Dickerson, Chief Communications Officer; Mr. Dale Rauenzahn, Executive Director; and Ms. Patricia S. Clark, Policy and Compliance Officer.

Ms. Williams informed the public on the purpose and format of the hearing. She advised that the hearing was being conducted by the Committee to gather relevant and quantifiable data from the public on student and employee absences in order to assist the Committee in making its recommendations to the Board concerning the school calendar. Each member of the public will be given three minutes to speak. Please observe the time at the front of the room. The Committee will also consider any written information or data provided.

The following individuals offered testimony:

1. Marion Moore. Suggested trading Christmas holidays identified on the school calendar on December 27, 28, and 29 as time to celebrate the Muslim holidays.
2. Kaynat Quereshi. Former student and BCPS graduate. Was afraid to miss school at the end of Ramadan because did not want to be behind in a lesson or miss an exam. There are 30 days in Ramadan and just one day off would be "very good."
3. Samad Husain. Speaking on behalf of the Muslim community. BCPS graduate who attended Southwest Academy and Western Technical High School. During his junior and senior years, he took AP and honors classes and is currently a business major at the University of Maryland. AP and honors classes take significant amount of time, homework, lessons, and exams. Indicated Muslims are the "2nd largest population in BCPS schools" following Christians. It is a "fair" request not to be at competitive disadvantage. He was afraid to miss 2 days and have to make it up, but indicated "teachers are understanding."
4. Naveed Ahmed. Transferred to Western Technical in the 8-9th grade. He had been used to having two days off for Eids, and stated that it was "hard for me and family" when an exam or test was scheduled on one of the Eids. The exam at school felt "unfair." Has a sibling currently at Catonsville High School. While his entire family celebrates Eid, his brother cannot because he has to go to school. It great thing if could have two days throughout the entire year to celebrate holiday as any other religion.

5. Kamal Alkhaled. Student at Harford Hills Elementary. Policy “unfair” and asked to “treat us like everyone else.” Wants “break when holidays come up.” Sometimes misses very important tests.
6. Ramal Alkhaled. Student at Harford Hills Elementary. Asking for “holiday off” to “be treated like Jewish people” to enjoy family and friends. If miss exam it is hard to catch up, especially in middle and high school. “It will be really nice if you give us holiday off.”
7. Nishay Raja. Senior at UMBC. 2009 graduate of Patapsco High School. Received immense support in BPCS from students and teachers. He always took off on the Eids and was able to make up exams and obtain notes from students. But still at a disadvantage because “missing out” on the education. Having Eids off “would make it so much easier.”
8. Muhammad Jameel. Many rationales have been given to be considered over last several years. The right to speak was under a lottery system which “compromised right of all citizens to speak.” When a holiday is approved for one minority and not another, “that’s injustice.” Quantifiable cannot be expected from our community. We have to come here today and ask that justice not be based on numbers. Should “right the wrong” of the past.
9. Khaled Shakra. Current student at Cromwell Valley Elementary School. Asks for “equality of holidays” so that “everyone can have equal holidays.” If has to miss class or exam, it is hard to catch up.
10. Fatima Husain. Graduate of Western School of Technology. From a teacher’s perspective, during the two days of Eids, 60-70 students missing at once. To her, this represents a substantial number of “absentees.” A number so large should be taken into account. Would be “grateful” for two days off as the “rest of minorities have been given.”
11. Danette Mask. Children attend Westowne Elementary and “very grateful” to be part of the school system. In past eight years has seen more Muslims and we need to learn how to meet Muslim students’ needs. Times have changed and we need to change with them. “BCPS can make room.” The largest mosque in Maryland is in Baltimore County; there is large density, and the data can be collected. Good will and pragmatism dictate that this policy be changed.
12. Moti Khan. Member of the Board of Education of Al Ramah School, which serves 400 students. Every year, the school creates a calendar based on the BCPS school calendar. Mr. Kahn described how the holidays were celebrated. Students attending public school believe education is necessary and go to school rather than celebrate the holiday with their family and friends. This creates challenges to the Muslim families and community.
13. Tazeen Khan. Went to elementary and middle school in BCPS. Would miss holidays instead of missing school. Requests two days off like other religions.

14. Farooq Marfani. Father of two girls who attend Woodlawn High School. Third child attended Western Technical and was that school's valedictorian. Mr. Marfani is an accountant for the State of Maryland. Glad that the Board is giving the opportunity to speak. Asked that the Board grant the holidays and gave examples of New York City and Montgomery County Public Schools.
15. Bash Pharoan. Quantifiable data is important. However, the school system did not use quantifiable data to close on the Jewish holidays. Inequality leads to psychological scars. This community is diverse and Mosques from throughout the county are represented. Request to focus not on quantifiable data, but on the community members who have come out asking to be "treated equal." Recognize the holidays and the "secular reason" for closing is equality with the Jewish holidays.

Ms. Williams thanked all persons who participated in the evening's hearing.
The hearing ended at 6:40 p.m.

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Board of Education Policy Review Committee invites public comment

TOWSON – The Policy Review Committee of the Board of Education of Baltimore County invites public and stakeholder comment on its school calendar, particularly school closures and observances.

The Committee seeks relevant quantifiable data from the public on student or employee absences.

Relevant quantifiable data may be sent to: Romaine N. Williams, Esq., Chairman, Board Policy Review Committee, Building C, 6901 Charles Street, Towson, MD 21204, or by email to: policy@bcps.org.

Comments will be accepted through Monday, January 12, 2015.

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Release Date: 1/5/2015
 Contact: Office of Communications, 410-887-5908

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The Committee seeks relevant quantifiable data from the public on student or employee absences.

Relevant quantifiable data may be sent to: Romaine N. Williams, Esq., Chairman, Board Policy Review Committee, Building C, 6901 Charles Street, Towson, MD 21204, or by email to: policy@bcps.org.

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