



Feb. 28, 2017

Dear Educators,

We know a number of DPS team members, including teachers, have expressed interest in participating in a protest being organized for March 8, which is International Women's Day. The protest is being called the International Women's Strike or A Day Without a Woman, and organizers cite it as a one-day demonstration of economic solidarity. Among the suggested actions are taking a day off work.

We recognize the invaluable contributions that our female employees make to DPS students and the Denver community, and we have no doubt that Denver Public Schools could not function without the thousands of female employees who work tirelessly every day to help achieve our vision, *Every Child Succeeds*.

With women representing 73% of the district's teachers and 86% of the district's school-support staff, the disruption to student learning and student safety if even a small percentage of our employees took the day off would be enormous. We also are concerned about students missing school if they choose to participate in this event.

In light of these concerns, please note the following:

For student attendance purposes: If students do not come to school on Wednesday, March 8, their absence will be unexcused unless a parent calls in to excuse them. This is our standard policy.

For staff attendance purposes: Faculty and staff members who plan to be absent on Wednesday, March 8, must take a personal or vacation day, with the appropriate approvals in advance. All requests for leave should be handled in full accordance with applicable leave policies, including those outlined in the DPS Employee Handbook and any applicable collective bargaining agreements. As always, sick leave may be used when a staff member or their families are sick. Again, these are our standard policies.

If you are planning to participate in this event, we encourage you to reach out to your school leader. While we respect our employees' desire to participate in civic activities, our primary focus must remain on educating the more than 90,000 students we serve every day.

Best,

Tom Boasberg
Superintendent

Susana Cordova
Deputy Superintendent