



BOARD OF EDUCATION

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MEMORANDUM

TO: Principals and Department Heads
FROM: Human Resources/Labor Relations
REGARDING: CLASSIFIED DUTY YEAR FOR 2025-2026
DATE: August 18, 2025 (revision)

Listed below are the start and end dates for classified employees. If an employee does not have adequate vacation to cover the Thanksgiving, Winter and Spring recesses, they may consider a flexible schedule (apply comp time, trade off time, return to work prior to their start date), or they may choose to work these days. This schedule must be prearranged with their immediate supervisor.

All Classified employees except for School Days Only (193, 195, 197) must work Thanksgiving, Winter and Spring Breaks to meet their required duty days. **Except for 12-month employees**, all vacations shall be taken during Thanksgiving, Winter and Spring. Vacations shall be scheduled at times mutually agreed upon by CSEA members and management, **for all employees working less than 12 months**. For further information on vacation usage refer to Article 28 – Vacation Allowance for both CSEAF and CSEAW Collective Bargaining Agreements.

DUTY YEAR	START/END DATE	INSTITUTE DAY	Buyback Days (These are scheduled workdays)	Non-Duty Days
School Days Only 193	August 15, 2025– June 11, 2026	August 15, 2025		8/13/2025, 8/14/2025, 10/17/2025, ~~3/10/2025~~ 3/13/2026 (Off Thanksgiving, Winter, and Spring Breaks)
School Days Only 195**	August 14, 2025 -June 11, 2026	August 15, 2025	3/13/2026	8/13/2025, 10/17/2025 (Off Thanksgiving, Winter, and Spring Breaks)
School Days Only 197***	August 13, 2025 – June 11, 2026	August 15, 2025	8/13/2025, 10/17/2025, 3/13/2026	Off Thanksgiving, Winter, and Spring Breaks
10 Month*	August 11, 2025 – June 12, 2026	N/A	8/13/2025, 10/17/2025, 3/13/2026	12/22/2025, 12/23/2025, ~~12/24/2025~~ 12/26/2025
10 Month	August 14, 2025 – June 12, 2026	N/A	10/18/2025, 3/10/2026	~~8/14/2025~~
10 1/2 Month	August 1, 2025– June 16, 2026	N/A	8/13/2025, 10/17/2025, 3/13/2026	
11 Month	August 1, 2025– June 30, 2026	N/A	8/13/2025, 10/17/2025, 3/13/2026	
11 1/2 Month	July 9, 2025– June 18, 2026	N/A	8/13/2025, 10/17/2025, 3/13/2026	
12 Month	July 1, 2025– June 30, 2026	N/A	8/13/2025, 10/17/2025, 3/13/2026	

We have designated the day prior to the first day of school as Institute Day for classified employees who work school days only (181 days). If you prefer to designate a site-based Institute Day rather than the day listed above, you may do so, but again, it will be necessary to inform your employees of the change.

Transitional Kindergarten paraprofessionals have the option of attending professional learning hours with their teachers on the 10/17/25 and 3/13/2026 Buybacks with compensation.

*This only impacts School Office Assistants/Library Media Technicians currently on a 10-month duty year (change in start date).

**This only impacts Campus Safety Assistants. Start date is August 14th, 2025, and must work on March 13th, 2026.

***This only impacts SPED Paraprofessionals who now are scheduled to attend all Institute and Buyback days.

If you have any questions regarding this memorandum, you may contact me at 457-3500 or at hrmessages@fresnounified.org.

***** PLEASE POST ON POSTING BOARD *****