

November 8<sup>th</sup>, 2023

Dear Esteemed Members of the Kentucky General Assembly,

In August 1990, I started working for Jefferson County Public Schools. When the Jewish holidays approached, I asked my principal what to do about taking days off so that I could observe. Since I only had 3 personal days a year and there were 13 days of holidays, I was told to call in sick. This didn't seem right to me, but I did what I was told to do.

After doing this for a few years, I wrote to the ADL (American Defamation League) to ask what to do so I could take off those days without lying. I was told that I could take off with unpaid days once I had used my 3 yearly personal days, which is what I did. Over the 18 years I worked for JCPS, I either lost sick days or unpaid days. This cost me an entire year of service towards my retirement.

If I had had the opportunity to make up these days elsewhere at JCPS, I would have gladly done so. However, this was not available.

I am proud and grateful to be a citizen of the Commonwealth of Kentucky where religious freedom is so highly valued.

I hope that this august body will pass this bill so that future teachers of minority religions will be able to celebrate their religions openly and fairly.

Thank you for your time and consideration.

Sincerely,  
Adele Singer