

**Joint Meeting of the Union 26 and AMHERST-PELHAM REGIONAL School Committee**  
**6:30 PM**  
**TUESDAY, November 28, 2017**  
**Library, Amherst Regional High School**  
**21 Mattoon Street**  
**Amherst, MA 01002**  
**NOTE: This meeting is broadcast live, and taped for later broadcast, by Amherst Media.**

**AGENDA**  
(All times are approximate)

- Call to Order and Approve Minutes of November 11, 2017 6:30 p.m.
  - REGIONAL SC: Call to order and enter Executive Session in accordance with Open Meeting Law, MGL c. 30A, Section 21(a) pursuant to Purpose 2 to conduct strategy session in preparation for negotiations with nonunion personnel, Michael Morris.
  - UNION 26 SC: Call to order and enter Executive Session in accordance with Open Meeting Law, MGL c. 30A, Section 21(a) pursuant to Purpose 2 to conduct strategy session in preparation for negotiations with nonunion personnel, Michael Morris (not to return to open session).
  
- Announcements and Public Comment 7:00 p.m.
  
- Subcommittee Updates 7:10 p.m.
  - Amherst Media Liaison
  - Audit Subcommittee
  - Budget Subcommittee
  - Contract Negotiating Team
  - Data Trends Subcommittee
  - Policy Subcommittee
  - Recreation Working Group
  - Regional Assessment Working Group
  - School Equity Task Force
  - SEPAC
  - Superintendent Evaluation Subcommittee
  - The Collaborative Representative
  
- Superintendent's Update 7:20 p.m.
  
- Chair's Report 7:30 p.m.
  
- New and Continuing Business
  - 1) Co-Teaching Update/SEPAC Update/SE Family/Staff Survey Results 7:35 p.m.
  - 2) Office of Diversity, Equity and Human Resources Update 7:50 p.m.
  - 3) Regional Assessment Working Group Update (Recommendation Explanation) 8:05 p.m.
  - 4) Charter School Letter Vote 8:25 p.m.
  - 5) Strategic Planning Process Update 8:35 p.m.
  - 6) 2018-2019 School Calendar 8:55 p.m.
  - 7) Accept Gifts 9:05 p.m.
  
- School Committee Planning 9:10 p.m.
  
- Adjourn 9:20 p.m.

**Joint Amherst, Union 26 and Amherst-Pelham Regional School Committee Meeting**  
**Tuesday, November 14, 2017**  
**Library, Amherst Regional High School**  
**21 Mattoon Street**  
**Amherst, MA 01002**

**IN ATTENDANCE**

Eric Nakajima, Regional Chair	Michael Morris, Superintendent
Ron Mannino, Region/Union 26	Doreen Cunningham, Assistant Superintendent
Phoebe Hazzard, Regional/Union 26	Sean Mangano, Finance Director
Vira Douangmany Cage, Region	Debbie Westmoreland, Recorder
Emily Marriott, Region/Union 26	
Anastasia Ordonez, Region/Union 26 Chair	
Peter Demling, Region/Union 26 (joined open session after Executive Session)	
Cara Castenson, Union 26	

**ABSENT**

Stephen Sullivan, Region  
Audra Goscenski, Region

**1. Call to Order and Approve Minutes**

**6:42 p.m.**

Mr. Nakajima called the Regional School Committee meeting to order at 6:42 p.m. and Ms. Ordonez called the Union 26 School Committee to order at that time. On behalf of the Regional School Committee, Ms. Hazzard moved to approve the minutes of October 24, 2017. Ms. Douangmany Cage seconded and the motion was unanimously approved. On behalf of the Union 26 School Committee, Ms. Marriott moved to approve the minutes of October 24, 2017. Ms. Castenson seconded and the motion was unanimously approved.

Mr. Nakajima stated that the Regional committee will enter Executive Session in accordance with Open Meeting Law, MGL c. 30A, Section 21(a) pursuant to Purpose 2 to conduct strategy session in preparation for negotiations with nonunion personnel, Michael Morris, because the Chair finds that an open meeting may have a detrimental effect on the negotiating position of the Committee. Mr. Nakajima moved to enter Executive Session, Ms. Marriott seconded and, by roll call vote, the committee entered Executive Session at 6:46 p.m.

Mannino: Aye	Ordonez: Aye
Hazzard: Aye	Nakajima: Aye
Marriott: Aye	Douangmany Cage: Aye

On behalf of the Union 26 committee, Ms. Ordonez stated that the Union 26 committee will enter Executive Session in accordance with Open Meeting Law, MGL c. 30A, Section 21(a) pursuant to Purpose 2 to conduct strategy session in preparation for negotiations with nonunion personnel, Michael Morris, because the Chair finds that an open meeting may have a detrimental effect on the negotiating position of the Committee (not to return to open session). Ms. Ordonez moved to enter Executive Session at 6:47 p.m., Ms. Hazzard seconded, and by roll call vote as follows, the Union 26 School Committee entered Executive Session at 6:47 p.m.

Mannino: Aye	Ordonez: Aye
Hazzard: Aye	Castenson: Aye
Marriott: Aye	

The Regional School Committee returned to open session at 7:26 p.m.

**2. Announcements and Public Comment**

**7:26 p.m.**

There were no public comments. Ms. Ordonez updated the committee on the MASC Conference she attended last week, noting that there are things she learned that she wants to bring to the committee when the agendas allow.

**3. Subcommittee Updates**

**7:30 p.m.**

- **Amherst Media Liaison:** Ms. Douangmany Cage reported that Amherst Media has embarked on a capital campaign to raise up to \$300,000 to find a new home location on Main Street. The Rotary Club is having their annual

auction, which is a major fundraiser for Amherst Media. Dr. Morris noted that Amherst Media has been wonderful to work with on the series *A Window into ARPS*.

- **Budget Subcommittee:** Ms. Marriott reported that the subcommittee met tonight with town officials and members of the maintenance staff.
- **Contract Negotiating Team:** Ms. Douangmany Cage reported that the interest-based bargaining sessions are going well.
- **Policy Subcommittee:** Ms. Hazzard noted that the subcommittee is meeting on Monday.
- **School Equity Task Force:** Mr. Nakajima reported that SETF and the Regional School Committee had a very productive meeting prior to tonight's Regional School Committee meeting. He noted that he would like to work with the Superintendent to set an agenda item in the near future to have a deeper discussion regarding the SETF priorities and goals. Ms. Douangmany Cage noted that it makes sense for the subcommittee to share their ideas with the full committee so it can act on them as a body.
- **SEPAC:** Mr. Demling noted that the next regular SEPAC meeting is this Friday at 9:00 a.m. at Wildwood.
- **The Collaborative:** Ms. Douangmany Cage noted that there is a meeting tomorrow. She reminded the committee that there should be a Regional representative appointed to The Collaborative.

## **5. Superintendent's Update**

**7:41 p.m.**

Dr. Morris reported on, and answered clarifying questions about, several events and topics including:

- The November 2 community event to plan for ways to support those who move to our area from Puerto Rico and the Caribbean was a huge success. He thanked Ms. Hazzard for attending.
- Dr. Morris and Ms. Cunningham are holding listening sessions with faculty and staff in each of the schools in order to hear their thoughts on what is going well and ideas to promote improvement in ARPS.
- The documentary *Backpack Full of Cash* will be screened on December 7 in the ARMS auditorium. The event is sponsored by the MTA, the APEA and Amherst College.
- Boiler repairs are complete at Summit Academy.
- ARMS students participated in a Veterans Day assembly that honored three staff members for their military service.
- Dr. Morris visited the AP Computer Science class today that was approved by the School Committee last year.
- Summit Academy is hosting their annual Thanksgiving feast next Tuesday, November 21 at 11:30 a.m.

## **6. Chair's Report**

**7:48 p.m.**

Mr. Nakajima noted that the Executive Session tonight was to move forward in securing a contract with the Superintendent. He stated that there is a lot of good work happening in the district.

## **7. New and Continuing Business**

**7:49 p.m.**

### **A. Diverse Teacher Workforce Coalition Grant**

Ms. Cunningham reviewed the changes in the grant draft that were made based on the School Committee's feedback when it was last discussed, which includes adding "and other underrepresented groups" to the list of those it supports. She then provided an overview of the grant, noting that the intended impact is to increase the number of black and Latino paraprofessionals who attain licensure by assisting them in overcoming challenges they face in meeting that goal. After brief clarifying questions, Ms. Ordonez moved to endorse the grant. Ms. Marriott seconded and the motion was unanimously approved.

### **B. Budget Guidance: Key Indicators**

Mr. Mangano presented the key budget indicators, which are the variables that will have the most impact on the budget. Key points for the Region include rising out-of-district tuitions and retiree costs; the outlook for health insurance; and operational costs like transportation, utilities and Central Office, which have been stable or declining. Mr. Mangano noted that staffing levels have been a favorable trend due to declining enrollments, but unfavorable educationally due to some programmatic cuts based on budgetary pressures. Favorable trends in the district include health insurance (although the future outlook is less favorable), transportation, utilities, and town assessments. Unfavorable trends include retiree costs, charter tuition, and Chapter 70. Choice tuition, vocational tuition, special education out-of-district tuition, and transportation reimbursement represent neutral trends for the district. Mr. Mangano answered clarifying questions for the committee throughout the presentation. He noted that other concerns include declining enrollments, assessment methods and reserve levels. Ms. Ordonez noted that it would be helpful for the School Committee to know what the administration feels are the areas of deficit in the budget. Dr.

Morris noted that so many of the districts' costs are fixed, it limits the flexibility for budgeting. He noted that the reality for the district has been deficit mode for a while and, with declining enrollments, there has to be big picture thinking, particularly about whether to increase choice or find another way to address deficits. Mr. Nakajima said it would be beneficial to have an in-depth conversation about this issue.

### **C. Regional Assessment Working Group Update**

Mr. Mangano gave an update on the progress of the Regional Assessment Working Group. He reported that the group reviewed nine potential assessment methods, ranking them from 1-10 on predictability, volatility, recurring data, timeliness of data, wealth, understandability, and independence (the degree to which data can be manipulated by Town decision making). The consultant's recommendation to the working group is the S10 (statutory 10) assessment method, which allocates total excess according to 50/50 composite of five year rolling average enrollment and median aggregate income. Mr. Mangano reviewed this recommended method, along with two other methods that scored high in the ranking, highlighting how each town would be impacted by each method in FY18 and projected impacts for FY19 and 20. Dr. Morris and Mr. Mangano answered clarifying questions for the committee throughout the presentation. Mr. Mangano noted that the town representatives are currently sharing this information with their boards and the working group will meet again on November 29. In order to move to the S10 method, it would require approval from all four towns in the first year of implementation. It was noted that the first Four Towns meeting where this will be discussed is December 2. Mr. Nakajima asked when the Regional School Committee will vote on the assessment method. Mr. Mangano noted that it is part of the budget vote in March; however, it would be helpful to have a strong recommendation from the committee so their preferred method is used in the budget preparation. Ms. Ordonez noted that she will want to hear more information about any long-term trends and potential shortfalls we may see in the methods. Mr. Nakajima noted that he received feedback after last year's Four Towns meeting that the School Committee did not take an active role in the discussion/work around the assessment method. He stressed the importance of the Regional members' attendance and engagement in the Four Towns meeting conversations.

### **D. Fees Review**

Mr. Mangano reviewed the highlights of the fees review, noting three key points:

- The new strategy is to implement small annual fee increases to keep up with rising costs and avoid large emergency increases as have been required in the past.
- The intent is that small annual increases will be more manageable than large increases every three or four years.
- This method will provide a more stable revenue stream to the funds supported by the fees.

Mr. Mangano reviewed each of the Regional fees, which include college application services, parking fees at ARHS, musical instrument rentals, preschool at ARHS, athletics participation, and school meal prices. Based on this new method, fees will increase from 0% (meal prices and college application services) to 4% (summer musical instrument rentals) in FY19, which represents increases ranging from 12 cents (preschool per hour) to \$12 (the full fee intramural family cap). Mr. Mangano and Dr. Morris answered clarifying questions about the fees throughout the presentation, with Dr. Morris noting that the fees vote is tentatively scheduled for the December 12 meeting.

### **E. Capital Plan Review**

Mr. Mangano gave a presentation regarding the Regional capital plan, noting that there are two large capital projects upcoming in FY18—the high school track and the middle school roof. He noted that there are no plans to consolidate the middle and high schools after a formal review of a potential consolidation in 2016. Mr. Mangano noted that only one capital project is proposed for FY19, which is replacement of the current high school track at a cost of approximately \$500,000. He then reviewed highlights of the overall capital plan for buildings and grounds through FY24. Dr. Morris and Mr. Mangano answered clarifying questions throughout the presentation.

### **F. Charter School Expansion Letter**

Mr. Demling noted that the letter has been revised based on the PVCICS response to the Board of Education. He requested feedback from the School Committee on the draft he sent to them, noting that he would particularly like to have feedback on the tone of the letter. Mr. Demling noted that he would like to reach out to other school committees to let them know that the Regional School Committee is writing this letter for submission to the Commissioner and the Board of Education. Ms. Hazzard expressed her strong appreciation for Mr. Demling's work on this letter. She noted that she would feel most comfortable if a couple of committee members sat together to review and work on the tone of the letter. Mr. Nakajima noted his appreciation to Mr. Demling as well. He said the letter has

a great deal of data, but he believes it may not be necessary to call out the intentions of the charter school. Discussion followed regarding specific word choices as they relate to the tone. Ms. Hazzard and Mr. Nakajima volunteered to do a review of the draft letter. Discussion turned to reaching out to other school committees about the letter. Mr. Nakajima noted that if the outreach is being made on behalf of the whole committee, that is a function of the Chair unless delegated. After discussion, Mr. Nakajima noted that he is happy to do the outreach as an official function of the committee. He encouraged Mr. Demling to reach out as an individual doing advocacy on the issue. Dr. Morris distributed a copy of the letter he wrote regarding the charter school expansion.

#### **G. Superintendent Evaluation Process**

This item was tabled.

#### **H. Accept Gifts**

Ms. Douangmany Cage moved to accept any toys, clothing and food gifts made to the ARPS Family Center in support of families in need during the 2017 winter holidays. Mr. Demling seconded and the motion was unanimously approved. Ms. Douangmany Cage then moved to accept \$600 from David Schneider for the ARHS Orchestra program for piano repair, \$250 from The Spoke LLC for ARHS student activities, \$250 from Woodbine Ent. (the UPS Store) for ARHS volleyball jerseys (student activities) and two barrels from Herlihy Barrel valued at approximately \$30 for Summit Academy to create a water system. Ms. Ordonez seconded and the motion was unanimously approved.

#### **8. School Committee Planning**

**10:06 p.m.**

This item was tabled.

#### **9. Adjourn**

**10:06 p.m.**

Ms. Hazzard moved to adjourn at 10:06 p.m. Ms. Marriott seconded and the motion was unanimously approved.

Respectfully Submitted,  
Debbie Westmoreland

#### **MEETING DOCUMENTS**

1. *Amherst-Pelham Regional School Committee Meeting Minutes of Tuesday, October 24, 2017*
2. *Update from the Interim Superintendent to the Regional School Committee dated November 14, 2017*
3. *Building Pathways for Diverse Paraprofessionals to Become Effective Licensed Teachers: An Initiative of the Diverse Teacher Workforce Coalition*
4. *Proposed Districts Agreements or CFWM Grant 11-06-17*
5. *Amherst-Pelham Regional School District FY19 Budget Guidance Key Indicators*
6. *Assessment Method Working Group Powerpoint dated November 7, 2017*
7. *Amherst-Pelham Regional School District FY19 Fee Review*
8. *Amherst-Pelham Regional School District Capital Plan Review dated 11/14/17*
9. *Memo to the Amherst-Pelham Regional School Committee from Debbie Westmoreland, Assistant to the Superintendent, regarding Approval of Gifts dated November 13, 2017*
10. *Memo to the Amherst-Pelham Regional School Committee from Jill Berry, District Treasurer, dated November 13, 2017*
11. *Revolving Funds Charts (Athletic Revolving, Preschool, High School Parking, Band Instruments)*



**Proposed Timeline: Side-by-Side View (REVISED)**  
 for  
 Facilitation of Initial Strategic Planning Processes in the  
 Amherst Regional Public Schools (Gr. 7-12 District)

<b>Timeline</b>	<b>A. Communicating about strategic planning</b> Please see <a href="#">planning notes</a> for A1-A5.	<b>B. Envisioning our future</b>	<b>C. Analyzing district data</b>
August - Oct. 2017	A1. Review of proposed timeline by School Committee (Superintendent, Albert Mussad)		
November 2017	A2. Develop message that identifies the work; states the intended outcomes; provides an anticipated timeline, including the anticipated window and channels for community input, and where the work's		

	progress will be steadily recorded for transparent access (Superintendent, School Committee)		
<b>Timeline</b>	<b>A. Communicating about strategic planning</b>	<b>B. Envisioning our future</b>	<b>C. Analyzing district data</b>
November 2017	A3. Identify the constituent groups to receive the message and invitation to participate in strategic planning, with particular attention to hard-to-reach and less-likely-to-step-forward individuals/groups (Superintendent, School Committee)		
November - December 2017		B1. Develop a shared understanding of the scope and timeline of the Strategic Planning Team's and District Leadership Team's work (Superintendent, A. Mussad)	
November 2017 - early January 2018	A4. Identify multiple channels to convey the message and invitation within the four elementary school communities (newsletters, social media, school phone chains, community leaders, etc.) with particular effort to reach individuals/groups who are less likely to step forward and who may not be connected to the district's main/typical channels of communication (Superintendent, School Committee)		

<b>Timeline</b>	<b>A. Communicating about strategic planning</b>	<b>B. Envisioning our future</b>	<b>C. Analyzing district data</b>
November 2017 - January 2018		B2. Develop strategy to solicit community input (constituent groups, key contacts, events, timeline), including database of input and designated recorders (Superintendent, School Committee, Strategic Planning Team)	
November 2017 - January 2018			C1. Identify types of data to be reviewed; for example: <ul style="list-style-type: none"> <li>● District studies/reports (SPED; families who choice out, etc.)</li> <li>● Student achievement (standardized testing, course grades, IHE enrollment, etc.)</li> <li>● Student demographics (ethnicity, academic classification, number of years in district, etc.)</li> <li>● Student participation (AP/honors courses, extracurricular activities, etc.)</li> <li>● Faculty/staff demographics</li> </ul>



			<ul style="list-style-type: none"> <li>Faculty/staff readiness (educator evaluation data, etc.) (Superintendent, School Committee, Strategic Planning Team)</li> </ul>
<b>Timeline</b>	<b>A. Communicating about strategic planning</b>	<b>B. Envisioning our future</b>	<b>C. Analyzing district data</b>
November 2017 - January 2018			C2. Develop strategy for qualitative and quantitative data analysis (Superintendent, Strategic Planning Team)
January - May 2018			C3. Conduct data analysis to identify themes/trends of interest (Superintendent, Strategic Planning Team)
Mid-January 2018	A5. Assemble the Strategic Planning Team to represent identified constituent groups, including district leadership (Superintendent, School Committee)	B3. Convene the Strategic Planning Team and District Leadership Team separately to develop a shared understanding of each team's work (scope, timeline, meeting schedule) (Superintendent, A. Mussad)	
January 2018		B4. Develop norms with each team (A. Mussad)	
January 2018		B5. Engage the Planning for Success visioning protocol with each team (A. Mussad)	

January 2018		B6. Work with the Strategic Planning Team to develop uniform prompts to solicit community input (A. Mussad)	
<b>Timeline</b>	<b>A. Communicating about strategic planning</b>	<b>B. Envisioning our future</b>	<b>C. Analyzing district data</b>
February - April 2018		B7. Solicit community input through school events and <i>ad hoc</i> strategic planning community meetings at school and community venues (Strategic Planning Team, A. Mussad)	
February - April 2018			C4. Compile themes emerging from visioning input and data analysis (Strategic Planning Team, A. Mussad)
February - May 2018		B8. Conduct qualitative analysis of input to identify themes/trends of interest (Strategic Planning Team, A. Mussad?)	
January- May 2018	Record progress at regular intervals (monthly?) of three initial strategic planning processes: (1) communicating about strategic planning; (2) envisioning our future; and (3) analyzing district data.(Superintendent)		
Fri., May 11, 2018	Prepare and publish report of three initial strategic planning processes (Superintendent, School Committee, A. Mussad)		

## Proposed timeline A: Communicating about strategic planning

**A2. Develop message that identifies the work; states the intended outcomes; provides an anticipated timeline, including the anticipated window and channels for community input, and where the work's progress will be steadily recorded for transparent access (Superintendent, School Committee)**

November 30, 2017

Dear Amherst Regional Schools Community Members,

We are pleased to tell you about an exciting initiative in which we are actively seeking participation from all constituencies of the ARPS community.

The MA Department of Elementary and Secondary Education (ESE) requires districts and schools to develop annual improvement plans. ESE encourages school communities to engage in “big picture” and longer-term planning to achieve major priorities for improved programs and student outcomes. Your regional school committee and schools superintendent embrace the usefulness of multi-year strategic planning for the ARPS community, and have invested several months in learning about [Planning for Success](#), a model piloted by MA districts and aligned to the [Massachusetts Planning and Implementation Framework](#). We believe *Planning for Success* will guide an inclusive process that will yield a quality strategic plan and build community investment, ownership and support for the plan and the commitments it entails.

The district will convene a **Strategic Planning Team**, to include members of the school community's many and varied constituencies, and a **District Leadership Team**, comprised of middle school, high school and central office leaders, to develop the district's multi-year strategic plan.

**Phase I: Between now and May 2018**, we plan to complete the following strategic planning activities:

- Communicating about strategic planning
- Envisioning our future
- Analyzing district data
- Recording progress regarding phase I activities
- Publishing a summary phase I report

**Phase II: Between June - December 2018**, we plan to complete the following strategic planning activities:

- Developing goals related to student outcomes
- Developing objectives related to the educational program to achieve the goals
- Identifying actions to achieve the goals and objectives
- Developing annual action plans to meter progress toward the multi-year goals

We want to convene a Strategic Planning Team that includes individuals from the community's many and varied constituencies. Toward maximally inclusive participation, we will broadcast this message and subsequent invitation to participate in the community's strategic planning process in the following communication channels in English and in the languages represented in our English learner community (Chinese, Portuguese, Spanish, and Turkish):

- District and school websites
- District and school email distributions
- Mailing
- District and school phone chains

The Strategic Planning Team will receive and review input from the community's constituent groups. To collect maximally inclusive input, we will solicit input through the channels listed above. In addition, we will solicit community input at district and school events, as well as strategic planning community meetings at school and community venues. We anticipate active solicitation of community input between **February-April 2018**.

We are excited about this strategic planning process and its potential to build investment, support and collaboration across the ARPS community. Once the Strategic Planning Team convenes in January, we will provide monthly updates on the work in progress through the communication channels listed above.

We thank you for your support of the Amherst regional schools.

Sincerely,

Eric Nakajima  
Chair, Amherst-Pelham Regional School Committee

Dr. Michael Morris  
Superintendent of Schools

**A3. Identify the constituent groups to receive the message and invitation to participate in strategic planning, with particular attention to hard-to-reach and less-likely-to-step-forward individuals/groups.  
(Superintendent, School Committee)**

- Amherst Regional Schools staff
  - Middle school and high school principals, assistant principals
  - Middle school and high school teachers, other licensed educators, paraprofessionals
  - Superintendent's Planning Council
- EL parents and guardians, including known leaders of Spanish, Portuguese, Chinese and Turkish language communities
- School councils and PTOs
- Amherst and Pelham elementary school staff
- ARPS School Committee
- APEA Executive Board
- SETF
- Amherst Education Foundation
- SEPAC
- ARMS and ARHS students
- Town officials (Select Boards, Finance Committees)

## Amherst, Pelham &amp; Amherst-Pelham Regional Calendar

2018 to 2019

Aug 2018						
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May 2019						
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**Aug 23 & 24:** New Teacher Orientation

**Aug 27:** All Teacher Curriculum Day

**Aug 28:** All Staff Orientation

**Aug 29:** First Day of School (Kindergarten orientation 8/29-31)

**Sep 3:** Labor Day (No School)

**Sep 4:** PreK and K First Day of School

**Sep 26:** PreK-12 Early Release (12:00 secondary/1:20 elementary)

**Oct 8:** Indigenous Peoples Day (No School)

**Oct 17:** PreK-12 Early Release (12:00 secondary/1:20 elementary)

**Oct 18 & 19:** Elem. Early Release--Parent Conferences (12:00 p.m.)

**Nov 6:** All Teachers Curriculum/Work Day (No School)

**Nov 12:** Veterans Day (Observed) (No School)

**Nov 21-23:** Thanksgiving Break

**Dec 12:** PreK-12 Early Release (12:00 secondary/1:20 elementary)

**Dec 24-Jan 1:** Winter Break

**Jan 17 & 18:** MS/HS Early Dismissal (HS Exams)

**Jan 21:** MLK Holiday (No School)

**Jan 22:** All Teacher Curriculum/Work Day (No School)

**Feb 18-22:** Winter Break

**Mar 6:** PreK-12 Early Release (12:00 secondary/1:20 elementary)

**Mar 27:** PreK-12 Early Release (12:00 secondary/1:20 elementary)

**Apr 10:** PreK-12 Early Release (12:00 secondary/1:20 elementary)

**Apr 15-19:** Spring Break

**May 8:** PreK-12 Early Release (12:00 secondary/1:20 elementary)

**May 27:** Memorial Day (No School)

**June 20:** Last day of school including 5 snow days (June 13 is earliest possible last day. NOTE: The last 3 days are ½ days at the MS/HS due to HS exams. The last day is ½ day at all schools.