

TENTATIVE AGREEMENT

ASD and AEA – 8/26/18 10:00 PM

YEAR ONE items include:

- Salary increases
 - 11% on the 17-18 SAM
 - 1.9% or IPD (whichever is greater) on the 18-19 SAM – begins in year 2.
- Professional Rate – will replace the per diem rate for the life of this Agreement
 - Parties will negotiate the future per diem and/or professional rate at the end of this Agreement.
 - Professional rate for the life of this Agreement will be determined as follows:
 - 18-19 RATE: 11% will be added to the 17-18 SAM per diem rate at each cell.
 - 19-20 RATE: 1.9% or IPD (whichever is greater) will be added to the 18-19 SAM per diem rate at each cell.
- TA on work relief/personal days (6-20-18)
- TA on New Educator Support (6-??-18)
- Continuation of MOU's regarding waiver days, 54 minute planning period, ~~1.5~~ kindergarten teachers and assessment **striking the half day kindergarten language**
- Elementary class overload - Parties agree that the remedy of \$18 per day per student will continue forward for each overload beyond 5+.
- Hire 1.5 FTE elementary behavior intervention specialists beyond current staffing.
- Hire 2.0 FTE nurses
- Involuntary transfers language as proposed by AEA.
- Voluntary transfer – alter the date from August 15 to August 1.
- Bereavement leave
 - TA includes striking consecutive days restriction on A and B.
 - Remove attending a funeral or memorial services.
 - Allow 2 days of emergency leave for travel for all scenarios.
 - Allow 3 days for other immediate family.
- New MOU Special Education committee
- New MOU Secondary Music Committee
- Middle School Library Staffing
 - Each middle school will be staffed with one full-time librarian and seven (7) hours of para-educator time.

YEAR TWO items include:

- ELL staffing will readjusted by the October 1 numbers.

- Hire additional 1.0 FTE nurses (total of 3)
 - The parties agree that if and when in this Agreement the Districts adds two (2) elementary schools the District will add 1 additional FTE nurse.
- AEA elementary library (8-10-18).
 - Each elementary will be staffed with 7 hours of para ed support beginning in the 2019-2020 school year.
 - All full-time staff will be receiving 5 (45) minutes of planning per week.
 - Elementary classroom teachers K-5 are guaranteed one 45 minutes period of library per week, inclusive of special education teachers.

Addition

- Calendars 2019-2020; 2020-2021

Move these topics to discuss in LMT

- Review contract language for discipline
- Support for safe/secure buildings
- Career counselor for West Auburn HS
- Refine/review all job descriptions
- Equity in specialty assignments

ASD
Curtis [Signature]
8/26/18

AEA
Cathy deJong
8/26/18

Effective September 1, 2018

Major Concepts

- No additional work required! **NO ADDITIONAL DAYS; 180 day contract**
- No one has lost any money; all members have made gains!
- Current Hours from "old" TRI system have been reallocated
- Commitment Stipend included as part of base compensation
- Longevity Stipends remain as currently constituted from 2017-2018
- Any other stipends (Special Education, etc.) remain as currently constituted from 2017-2018

Old Model (2017-2018)

Base Compensation	Range as placed on SAM
District Designated Time ("T" part of old TRI system)	58.5 hours 10.5 hours district/building mtgs 28 hours Building Determined 7.0 hours Individually Determined Day (after Labor Day) 7.0 hours Elem. Report card/ conf. prep & second. grading day 6.0 hours Principal Time
Responsibility Contract ("R" part of old TRI system)	164.5 hours (Individually Determined; room prep, lesson plans, etc.)
Commitment Stipend ("I" part of old TRI system)	Range of days as placed on SAM

New Model (Effective September 1, 2018) SHOW ME THE MONEY!!!!

<p>Base Compensation Professional compensation for professional work Includes: Lesson plans/prep Classroom prep, etc. <i>Typical professional work associated with being a quality educator.</i></p>	<ul style="list-style-type: none"> • BA Step 0 Year 1 \$54,361 / Year 2 \$55,308 • MA + 90 Step 16 Year 1 \$103,416 / Year 2 \$105,381 • Folks w/longevity MAKE EVEN MORE!!!! (See chart) • Collapsed BA + 90; BA +135; MA into 1 column • Year 1 reflects an increase of 11% • Year 2 reflects an increase of 1.9% or IPD; whichever is greater <p><i>(IPD = Implicit Price Deflator; the calculation to arrive at cost of living)</i></p>
<p>Enrichment (new legislation from Olympia)</p> <ul style="list-style-type: none"> • Can be paid for from district levy \$ • Specific categories for activities include: • Extended Day opportunities for students to enhance learning • Extended School Year opportunities to enhance learning (a potential example may be summer school) • Parent Outreach Activities to bridge school to Home relationship • Professional Development <p>OSPI has convened a work group to further define the activities that are included in enrichment. That work is expected to be completed in November 2018.</p> <p>Upon completion, AEA and ASD agree to meet in LMT to bargain what these duties look like in Auburn. It is the intent of both parties to NOT ADD additional work to members.</p>	<p>164.5 TOTAL hours (reconstituted "R" hours) - 3.5 hours (Supt. Time; reconstituted "T") - 7.0 hours (Profess Develop; reconstituted "T") - 6.0 hours (Principal Determined; reconstituted "T") - <u>28.0 hours (Build. Determined; reconstituted "T")</u> 120.0 Enrichment Hours</p> <p>No pay deduct in July; professional compensation for professional work</p> <p>120.0 Enrichment hours are individually determined Must align w/state law</p> <p>WILL be bargained between AEA and ASD upon OSPI work group</p> <p><i>In the meantime, employees should generally keep track of professional development attended, parent outreach activities, any student support activities in September-November.</i></p> <p><i>(7.0 hours of Individual time after Labor Day and the 7.0 hours from elem. Conf./secondary grading will be handled via a calendar MOU)</i></p>

Old Model (2017-2018)

Daily Per Diem Rate of Pay	Base divided by 180 days hours
Hourly Per Diem Rate of Pay	Base divided by 1260 (7 hour workday X 180 days)

New Model Effective September 1, 2018

Professional Hourly Rate of Pay	Calculated & benchmarked on 2017-2018 hourly per diem 2018-2019 17-18 per diem rate + addt'l 11% increase 2019-2020 18-19 Profess. Rate + addt'l 1.9% increase
Professional Daily Rate of Pay	7 hours X new professional hourly rate of pay = professional daily pay
Activities compensated at the per diem rate will now be compensated at the professional rate for hourly activities or extended day contracts. At the end of the 2018-2020 agreement AEA and ASD agree to bargaining; either continuation of professional rate of compensation or per diem.	

Work Relief and Personal Leave.

Pages 28 and 52

TA

6/20/2018 7:27 p.m.

6. Work Relief Days

~~Four~~ ~~Four~~ (4) Two (2) days of release or ~~eight~~ ~~(8)~~ four (4) half-days can be taken by all certificated staff for the purpose of work relief.

Up to thirty-five (35) employees are guaranteed access to work relief on any given day. Work relief will not be used to extend holidays, breaks, or personal leave.

In order to accomplish the goal of work relief days, individuals need to be provided with an environment that is conducive to completing the work. This may be a space that is quiet, where interruptions do not occur and that has adequate equipment. Sometimes such space may not be available at the worksite. Should this occur, the administrator and the individual will mutually arrange for an appropriate location for the work relief days to take place. If a mutual agreement cannot be reached, the employee may appeal the principal's decision to the Assistant Superintendent of Human Resources and the Association President, who will reserve the right to uphold the previous remedy or provide an appropriate remedy.

~~If an employee loses their ability to use a scheduled work relief day, the employee will contact the Assistant Superintendent of Human Resources and the AEA President to alert them of the inability to use the work relief day. The Assistant Superintendent of Human Resources and the AEA President will work to provide the use of a work relief day upon the third request of the employee.~~

1. Personal Leave

Personal leave of ~~two (2)~~ three (3) days with pay will be granted to each FTE per year. If possible, personal leave should be scheduled at least 48 hours in advance. Personal leave may not be used during the first week or last week of school. No more than thirty-five (35) employees may access personal leave before or after holidays or breaks. Leave at that time will be allocated on a first come first serve basis. On an individual basis, appeals may be made to the Superintendent, or designee.

An employee may accumulate up to ~~five (5)~~ seven (7) personal leave days.

No Changes to Current
Cash Out Policy.

Employees are able to cash
out up 2 personal leave days
at the Step 0 Column 1 rate.

Educator Support Program

Page 80 – delete lines 9-12

TA 6/20/18

D. Educator Support Program

In support of new certificated employees entering the profession, an advising employee will be selected to work with those new to the profession or employee(s) who have been out of their role for five (5) years or more.

~~The District will apply for the BEST grant which is a competitive grant to provide additional support to new teachers and employees who have been placed on probation. If the District is a recipient of this grant, the District will follow the guidelines established in the grant.~~

Letter of Agreement

Waiver Days

The Auburn School District will apply for waiver days from the state board of education.

The Auburn School District will make application for three (3) waiver days for the 2019-20 and 2020-21 school years.

On Waiver Days, an employee may determine to work individually or collaboratively in their building by submitting an Individual Choice SIP Plan form to their principal.

In the event that the application for Waiver Days for the following school year is not approved, the Auburn Education Association and the Auburn School District will meet within five (5) days of the denial date to decide how to create the equivalent of three (3) days worth of time within the contracted work day during which an employee may determine to work individually to improve student achievement. During the restructured time, an employee may determine to work individually or collaboratively by submitting an Individual Choice SIP Plan.

Letter of Agreement

The following agreement between the Auburn School District ("district") and the Auburn Education Association ("association") is good through the **2019-20** school years. Notwithstanding this agreement, the district maintains the right to run alternative schedules according to the negotiated agreement and past practice. Notwithstanding this agreement, the association maintains their rights related to the 54 minute planning period at the secondary level according to the negotiated agreement and past practice.

The Auburn School District and the Auburn Education Association agree to the following terms and conditions:

- This agreement is not precedent setting. Neither party will use this agreement in any proceeding as a precedent. This agreement does not settle any disagreement related to the contractual interpretation related to planning time.
- This agreement satisfies the obligations to bargain in response to the associations May 2010 demand to bargain.
- The association will not grieve the implementation of PLCs as currently constituted.

As a result of the implementation of PLCs, all secondary teachers will have the option of choosing one of the following for each school year:

- Employees may bank up to 192 minutes and use for "flexing" their workday during the 30 minutes before or after student contact time. Employees will notify their building administrator before flexing their work day.
- Employees may schedule an additional half day of Work Relief.

Daman Hunter
Auburn School District No. 408

Elaine Hogg
Auburn Education Association

Date

Date

Date: August 2018

To: Daman Hunter
Assistant Superintendent of Human Resources, Auburn School District

From: Elaine Hogg
President, Auburn Education Association

Subject: Memorandum of Understanding, Kindergarten Assessment

For the duration of this contract all kindergarten teachers will receive 2 (two) days per trimester for the purpose of trimester assessment. The use of these days will be coordinated with the building administrator to best meet the needs of the kindergarten program in each building.

Elaine Hogg
President
Auburn Education Association

Daman Hunter
Assistant Superintendent of Human Resources

Elementary Class Size Overload Chart

	+1 overload	+2 overload	+3 overload	Reconsider	+4 overload	+5 overload
Grade	25	26	27	Reconsider	28	29
FD/EDK-2	\$18/day	\$36/day	\$54/day	Reconsider	\$72/day	\$90/day

	+1 overload	+2 overload	+3 overload	Reconsider	+4 overload	+5 overload
Grade	27	28	29	Reconsider	30	31
3-4	\$18/day	\$36/day	\$54/day	Reconsider	\$72/day	\$90/day

	+1 overload	+2 overload	+3 overload	Reconsider	+4 overload	+5 overload
Grade	30	31	32	Reconsider	33	34
5	\$18/day	\$36/day	\$54/day	Reconsider	\$72/day	\$90/day

- Chart based upon 4.5 hours of instructional day
- At the regular education teacher's option, compensation for Special Education students overload may be selected in lieu of 3 hours of classified assistance. Five or more Special Education students equals at the compensation +1 overload cell
- For every overload beyond +5, teachers will receive \$18 per day per student overload

When an elementary level, regular classroom teacher of grades K-5 reaches a class size overload at the +4 cell the teacher has the following options:

1. An option to reconsider their previous overload choice (pay or para) and switch fully to the other option.
2. An option to continue to receive pay for overload students at the +1 to +3 overload and receive a 3 hour para educator due to reaching the +4 overload*
3. An option to continue to receive the 3 hour para for +1 to +3 overload students and receive overload compensation due to reaching +4 overload student. Such compensation will be equal to the beginning level compensation cell.

*In the event that the overload is reduced from the +4 (or more) to the +3 overload, the para remedy will supersede the pay option for one week until contractual obligations to the para educator are met. The overload pay remedy will go back into effect at the end of the one week period.

	K-2	3 hour EA	3 hour EA or half-time certificated staff
1)	24	25>26>27	28>29
2)	24	25>26>27	28>29: Balance evenly after these points
3)	24	25>26>27	28>29

	3-4	3 hour EA	3 hour EA or half-time certificated staff
1)	26	27>28>29	30>31
2)	26	27>28>29	30>31: Balance evenly after these points
3)	26	27>28>29	30>31

	5	3 hour EA	3 hour EA or half-time certificated staff
1)	29	30>31>32	33>34
2)	29	30>31>32	33>34: Balance evenly after these points
3)	29	30>31>32	33>34

No transfer of students to other schools

From AEA to ASD
Friday, August 21, 2018 7:00 p.m.
Re: Transfers

Involuntary Transfer

4. Involuntary Transfer

It is recognized that an involuntary transfer is not a generally satisfactory method for filling a vacancy and, as such, will not be resorted to unless other reasonable avenues have been pursued. ~~The District's determination to implement an involuntary transfer shall be based upon, but not limited to, program needs, district/building priorities and district/building organizational needs, and shall not be arbitrary or capricious.~~ **However, the parties recognize that because of staffing in a building or the loss or relocation of a program, it may be necessary to involuntarily transfer employees.**

3. Voluntary Transfer

(Page 32, line 9-13)

Voluntary transfer requests may remain viable until **August 1**. Employees will receive final notification as to the status of their request for voluntary transfer, by email, no later than **the third week in August**.

(This reverts back to the original language.)

Bereavement Leave

Bereavement Leave

1. Definition

Bereavement Leave is intended to provide time for the Employee to attend to matters related to the death of individuals as outlined below.

2. Number of Days Allotted for Bereavement Leave

Bereavement leave for family and friends is allotted as follows:

- a. Spouse, domestic partner, son, daughter, or other member of the household: up to five (5) days
- b. Other immediate family: Father, mother, parent surrogate, sister, brother, **son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandparents, and grandchildren or any other relative for whom the Employee is the sole support: up to three (3) days**
- c. A relative not listed in a, b, or c above, or a close personal friend: one (1) day per bereavement.
- d. At the discretion of the superintendent, or designee, two (2) additional days of emergency leave may be granted for the purpose of accommodating extended travel.

Memorandum of Understanding

Special Education Committee

The Auburn Education Association and The Auburn School District agree to create a Special Education Committee in September 2018 to include Association members and Auburn School District administrator(s) in order to address the following concerns:

- special education stipend**
- Resource Room-Elementary class size**
- Resource Room-Secondary class size**
- Structured Learning Center (elementary and secondary) class size**

The committee will be comprised of 6 total members representing elementary and secondary special education programs who are appointed by the Association President.

The administration will have up to 3 representatives. This committee will be formed no later than Oct. 15, 2018 and will have proposed language submitted to Labor Management no later than May 1, 2019.

This committee will make recommendations to the Labor Management Committee as a Letter of Agreement for implementation in the 2019-2020 school year. At the end of the 2019-2020 trial implementation, ASD and AEA will determine the placement of language within the body of the Collective Bargaining Agreement.

Auburn School District

Auburn Education Association

Date

Date

Memorandum of Understanding

Secondary Music

The Auburn Education Association and The Auburn School District agree to create a Secondary Music Committee in September 2018 to include Association members and Auburn School District administrator(s) in order to address the concerns of secondary music teachers to include

- Class size/program size
- Extra duty stipends
 - Band
 - Choir
 - Orchestra
- Potential overload remedies

The committee will be comprised of up to 4 members representing secondary music teachers in choir, orchestra and band and will be appointed by the Association President.

The ASD will have up to 3 representatives. This committee will be formed no later than Nov. 1, 2018 and will have proposed language submitted to Labor Management no later than May 1, 2019.

This committee will make recommendations to the Labor Management Committee as a Letter of Agreement for implementation for the 2019-2020 school year. At the end of the 2019-2020 trial implementation, ASD and AEA will determine the placement of language within the body of the Collective Bargaining Agreement.

While the secondary music committee completes their work, AEA and ASD agree to suspend class size overload remedies for individual secondary music teachers who request to do so in order to maintain current enrolled students into specific calls for the 2018-2019 school year only. Individual secondary music teachers who request to suspend their overload remedy will notify the AEA President and the Assistant Superintendent of Human Resources of their intent to do so for the 2018-2019 school year.

Auburn School District

Auburn Education Association

Date

Date

From AEA to ASD: August 10, 2018 3:00 p.m.

2019-2020

The Association proposes that this language begins with the 2018-2019 school year.

[Beginning on Page 26] Regarding planning period (Lines 25-38)

~~Full time Kindergarten teachers and Early Childhood Educators (ECE) will be provided five (5) forty-five (45) minute periods per week of individual planning. Elementary All full-time certificated elementary staff teachers and special education teachers of grades 1 and 2, will be provided five (5) forty-five (5) forty (45) (40)-minute periods per week (in addition to one (1) thirty (30) minute library period) of individual planning time during the student day. Elementary classroom teachers grades K-5 (including Special Education Teachers) will be guaranteed one (1) forty-five (45) minute period of library time per week. The library period will begin the second week of school and will end ten (10) days prior to the last day of school. Beginning in the 2016-2017 school year, the library period will end five (5) days prior to the last day of school. Elementary classroom teachers and special education teachers of grades 3-5, librarians, and elementary music and P.E. specialists will be provided five (5) forty-five (45) minute periods per week of individual planning time during the student day.~~

[Beginning on Page 67] Regarding Elementary Paraeducator Time

All previous language and associated table in subsection j of lines 1-10 will be struck out and replaced with the following allowing for renumbering:

Every elementary building will be guaranteed one 7 hour library para-educator.

[Beginning on Page 63] Regarding Middle School Library Staffing

(11) Each middle school will be staffed with one full-time librarian and ~~six (6)~~ seven (7) hours of para-educator time.

1 b. Secondary schools shall have at least one (1) FTE ELL teacher and
2 shall have additional staffing provided to accommodate required
3 assessments of ELL students. Individual schools will be staffed at
4 a ratio of 90:1 in the 2015-16 school year; 80:1 in the 2016-17
5 school year; and 70:1 in the school year 2017-18.
6

7 c. Staffing for ELL shall occur in March of the preceding school year.
8 Staffing will be reviewed and readjusted based upon Oct 1 student
9 count for the current school year.
10

11 d. Each ELL teacher will receive \$1,500 per year for classroom
12 assistance. Expenditure of these dollars shall be coordinated
13 through the program administrator of assessment following
14 appropriate Title III guidelines.
15

16 e. Each ELL teacher will be reimbursed for \$150 on educational
17 materials purchased at the teacher's discretion.
18

19 f. Regular scheduled meetings will be held with the program
20 administrator of assessment and the ELL teaching staff.
21

22 C. State Requirements for Graduation

23

24 1. Advisory

25

26 To meet the state requirements for graduation, schools have implemented
27 systems to work with students to meet the changing demands. Before the
28 start of school each year the expectations of staff to implement the
29 program will be reviewed with staff and a calendar will specify
30 activities will occur. Materials will be provided to deliver the
31 program at least 48 hours in advance except in rare cases.
32

33 The ultimate responsibility to review that students have attained or
34 are on track for graduation will be with the school counselors.
35 Classroom teachers will help facilitate and support the scheduling
36 process by making students available during designated times to meet
37 with counselors, distributing materials or information, and collecting
38 applicable materials.
39

40 Classroom teachers will not be responsible for: Credit Check
41 Confirmation, Graduation Counseling, or Student Course Selection and
42 Data Input.
43

Auburn School District No. 408
SCHOOL CALENDAR
2019-20

DRAFT

Month	M	T	W	Th	F	Days Taught	Month	M	T	W	Th	F	Days Taught
AUGUST/SEPTEMBER							FEBRUARY						
1st Month	26	27	28+	29	30		6th Month	3	4	5	6	7	
	2*	3+	4	5	6			10	11	12	13	14	
	9	10	11	12	13			17*	18*	19*	20*	21*	108E
	16	17	18	19	20			24	25	26	27	28	107S
	23	24	25	26	27								
	30					19 19							
OCTOBER							MARCH						
2nd Month		1	2	3	4		7th Month	2	3	4	5	6	
	7	8	9	10	11=			9=	10	11	12	13	
	14	15	16	17	18			16	17	18	19	20	
	21	22	23	24	25			23	24	25	26	27	129E
	28	29	30	31		22 41		30	31				128S
NOVEMBER							APRIL						
3rd Month					1		8th Month		1	2	3		
	4	5	6	7	8			6*	7*	8*	9*	10*	
	11*	12	13	14	15			13	14	15	16	17	
	18	19	20#	21#	22#			20	21	22	23	24	146E
	25	26	27#	28*	29*	18 59		27	28	29	30		145S
DECEMBER							MAY						
4th Month	2	3	4	5	6		9th Month					1	
	9	10	11	12	13			4=	5	8	7	8	
	16	17	18	19	20			11	12	13	14	15	
	23*	24*	25*	26*	27*			18	19	20	21	22	163E
	30*	31*				15 74		25*	26^	27^	28	29	162S
JANUARY							JUNE						
5th Month			1*	2*	3*		10th Month	1	2	3	4	5	
	6	7	8	9	10			8	9	10	11	12	
	13	14	15	16	17			15	16	17	18E	19S	
	20*	21	22	23	24	19E 93E		22	23	24	25	26	14E
	27+	28	29	30	31	18S 92S		29	30				15S 177

STUDENT ATTENDANCE YEAR

September 4 First day of school
 June 18E/19S Last day of school

***NON-ATTENDANCE DAYS**

+August 28 PLC late start days
 *September 2 District designated workshop (1/2 day)
 +September 3 Labor Day
 =October 11 Individually Determined Day
 *November 11 Veterans' Day
 #November 20-22 Elem./middle school conferences (Early release/late arrival days)
 #November 27 Early release day
 *November 28-29 Thanksgiving vacation
 mber 23-January 3 Winter vacation
 *January 20 Martin Luther King Day
 +January 27 Optional day - (Secondary teachers)
 *February 17 Presidents' Day
 February 18-21 Mid-winter break

***NON-ATTENDANCE DAYS (cont.)**

=March 9 Waiver Day
 *April 6-10 Spring vacation
 =May 4 Waiver Day
 *May 25 Memorial Day
 ^May 26 Alternate emergency school closure day
 ^May 27 Alternate emergency school closure day
 June 18 Last day of school - elementary
 June 19 Last day of school - secondary

 *No school for teachers and students
 #Contracted day for teachers--early release/late arrival days for elementary/middle school students
 +Dist. designated/optional teachers' workshop--no school for students
 =Waiver day--no school for students. Contingent upon State Board of Education approval.
 ^Alternate emergency school closure day (Potential alternate emergency make-up day. If not needed, school will not be in session. Any additional emergency make-up days will be added to the end of the school calendar.)

**END OF QUARTERS/REPORTING PERIODS
2019-20**

SECONDARY

First quarter ends November 1	42 days
Second quarter ends January 24	46 days
First Semester	88 days
Third quarter ends April 3	43 days
Fourth quarter ends June 19	46 days
Second Semester	89 days

ELEMENTARY

First reporting period ends November 1	42 days
Second reporting period ends February 28	66 days
Third reporting period ends June 18	69 days
	177 days

2020 Proposed Calendar

September 2020						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

September

2	Wednesday	District Designated (1/2 day)
7	Monday	Labor Day
8	Tuesday	Individually Determined
9	Wednesday	School Starts

16

October 2020						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

October

9	Friday	Waiver Day
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21

37

November 2020						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

November

11	Wednesday	Veterans Day
18-20		Elementary/Middle School conferences
25	Wednesday	Early Release
26-27		Thanksgiving vacation

18

55

December 2020						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

December

21-31		Winter vacation (thru Jan 1st)
-------	--	--------------------------------

January 2021						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January

1		Winter vacation
18	Monday	Martin Luther King Day
25	Monday	Secondary, optional day

19E

88E

18S

87S

February 2021						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

February			
15	Monday	President's Day	
16-19		Mid-Winter Break	
			103E
			102S
			15

March 2021						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

March			
8	Monday	Waiver Day	
			125E
			124S
			22

April 2021						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

April			
5-9		Spring Vacation	
			142E
			141S
			17

May 2021						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

May			
3	Monday	Waiver Day	
31	Monday	Memorial Day	
			161E
			160S
			19

June 2021						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

June			
1-2		Alternate Emergency Closure Day	
24	Thursday	Last day of elementary school	
25	Friday	Last day of secondary school	
			16E
			17S
			177