

Tentative Agreement

January 28, 2009

For an

2008-2009 and 2009-2010 ECONOMIC AGREEMENT

Between the

**BOARD OF EDUCATION OF THE
SCHOOL DISTRICT
OF THE CITY
OF**

BATTLE CREEK

And the

BATTLE CREEK

EDUCATION ASSOCIATION, MEA/NEA

Effective: July 1, 2008 - June 30, 2010

NOTE: All language in the 2006-2008 Collective Bargaining Agreement shall remain unchanged except for language found in any letters of agreement in effect, unless otherwise agreed and language reflected in this addendum.

NOTE: All hourly rates shall increase by one percent (1%) over the 2007-2008 rates effective July 1, 2008 for the 2008-2009 fiscal year and shall remain unchanged during the 2009-2010 fiscal year.

NOTE: The parties agree to form a District health care insurance committee with representatives chosen by the Administration and representatives chosen by the Association. The charge of the Committee shall be to recommend a District strategic health insurance plan.

ARTICLE V
Professional Compensation

PLEASE NOTE: SALARY SCHEDULES ATTACHED AT THE END OF THIS DOCUMENT

A. **Teacher's Salary:** NOTE: All salary step movements shall take place on July 1, 2008 and July 1, 2009.

1. This Agreement shall become effective July 1 of each year and remain effect through June 30 of the following year.

2. a. **2008-2009 188 Workday Salary Schedule:**

All Steps of the 2007-2008 Salary Schedule shall be increased by one percent (1%).

b. **2009-2010 Workday Salary Schedule:**

The top Steps of the 2008-2009 Salary Schedule shall be increased by three percent (3%). The 0 step of the salary schedule shall be deleted. All other Steps of the 2008-2009 Salary Schedule shall remain unchanged.

3. a. **2008-2009 170 Workday Salary Schedule:**

All Steps of the 2007-2008 Salary Schedule shall be increased by one percent (1%).

b. **2009-2010 170 Workday Salary Schedule:**

The top Steps of the 2008-2009 Salary Schedule shall be increased by three percent (3%). The 0 step of the salary schedule shall be deleted. All other Steps of the 2008-2009 Salary Schedule shall remain unchanged.

B. **Hours Awarded Beyond a Bachelors Degree:** Two hundred (\$200) will be added to the salary of teachers who, during their employment, complete fifteen (15) graduate hours beyond the BA degree. Graduate work must be in a college-approved program leading to an MA degree in a field appropriate to public school education. Graduate hours shall not be counted if they were needed in order to become certified or licensed in the teacher's current assignment. A teacher shall not be entitled to receive this payment until the official college transcripts or course grade reports are filed by the teacher in the Superintendent's office. **Teachers completing hours beyond a BA degree as outlined in this section will receive the above stipends from the date credit is awarded, provided a transcript of is filed in the Superintendent's Office within thirty (30) days of completion.**

- C. **Hours Awarded Beyond a Masters Degree:** One hundred fifty dollars (\$150) will be paid to teachers for each ten (10) graduate hours completed during their employment and after the MA degree is awarded. Graduate study must be in a field appropriate to public school education and one which improves teaching skills and/or subject matter knowledge. Graduate hours shall not be counted if they were needed in order to become certified or licensed in the teacher's current assignment. A teacher shall not be entitled to receive this payment until the official college transcripts or course grade reports are filed by the teacher in the Superintendent's office. **Teachers completing hours beyond a MA degree as outlined in this section will receive the above stipends from the date credit is completed, provided a transcript is filed in the Superintendent's Office within thirty (30) days of completion.**

The stipends in this section shall cease for a teacher when that teacher is awarded an advanced degree that qualifies for the stipend described in Section D. below.

- D. **Advanced Degree Beyond a Masters Degree:** Effective July 1, 2009 teachers who have earned a doctoral degree from an accredited higher education university or college in an education related field shall receive a yearly stipend of three thousand five hundred dollars (\$3,500).

Teachers completing a degree beyond a Masters degree on or after July 1, 2009, as outlined in this section will receive the above stipend from the date the degree was awarded, provided a transcript is filed in the Superintendent's Office within thirty (30) days of completion.

- D. E. Special Education teachers hired on or before August 26, 1977 with special education certificates teaching state reimbursed special education classes will receive a differential of two hundred twenty dollars (\$220) per year.

~~E. Teachers completing advanced work will receive credit from the date work is completed, provided a transcript of credits is filed in the Superintendent's Office within thirty (30) days of completion.~~

~~F. Up to seven (7) years will be allowed for previous experience. In case additional experience is allowed because of unusual circumstances, the Association will be notified. It is agreed that the 7th year experience is not retroactive and in case of an Attorney General opinion or other legal decision to this effect the seventh (7th) year clause becomes null and void.~~

F. **National Board Certification:** Effective July 1, 2009 teachers who hold National Board Certification awarded by the National Board for Professional Teaching Standards shall receive a yearly stipend of one thousand dollars (\$1,000).

Teachers awarded National Board Certification as outlined in this section will receive the above stipend from the date the certification is awarded, provided a copy of the certificate is filed in the Superintendent's Office within thirty (30) days of completion.

G. through J. – OLD CONTRACT LANGUAGE

K. **Extended Contracts: Miscellaneous Stipends:**

1. **Extended Contracts:** Teachers having extended contracts beyond their number of contractually required days shall be paid a prorated salary based on the Schedule. Payment will be paid on a pre-set contract with an individual. Such supplemental contracts shall be for an eight (8) hour day, except as specifically provided for in this Agreement.

6. **Probationary Teacher Stipend:** Probationary instructional classroom teachers who, in accordance with the District Teacher Tenure Policy and Procedures, receive an overall satisfactory evaluation at the end of the 2009-2010 school year and each school year thereafter shall qualify for an annual stipend of five hundred dollars (\$500) if they return to employment as a classroom teacher the following school year. The stipend shall be issued to qualifying returning teachers on the second pay date in September.

L. **Annual and Contractual Differentials and Extra Duties:**

f.	<u>Other Professional Assignments</u>	
	Academy Lead Teacher	2% (of per diem rate)
	Administrative Intern	7
	Counselors (Sr. & Middle)	7
	High School Dept. Head	6.7%
	Lead Teacher	8
	MARTC Mentor	7
	MYCA Yearbook	6.7%
	Noon Hour Supervisors	7
	Psychologist	4
	Safety Patrol Sponsor (Elementary)	2
	School Social Workers	4
	School Support Specialist	4

ARTICLE VI
Teaching Days and Hours

- B. Teachers shall work a seven and one-half **quarter** ($7\frac{1}{2}$ $7\frac{1}{4}$) hour day with a minimum of a thirty (30) minute duty free lunch period. ECE teachers shall work an average of seven (7) hours a day each five (5) day work week (35 hours per week) with a minimum of a thirty (30) minute duty free lunch period each work day. It is mutually agreed the student day will not start before 7:45 a.m. or after 9:15 a.m. Teachers, except for ECE teachers, shall be free to leave their assigned buildings on Fridays or the day before a contractual holiday after the teachers ensure the safe and orderly student dismissal and departure from school.

It is further agreed that K-5 elementary teachers assigned before school or after school playground or bus duties may leave fifteen (15) minutes early on that day, except Friday, or the day after they were involved with the activity. When possible, assignment to such activities will be on a voluntary basis.

ARTICLE VII
Teaching Loads and Assignments

F. ~~Professional Leave:~~

- ~~1. A teacher, except for an ECE teacher, may request fifteen (15) minutes of professional leave from their assigned building for the last fifteen (15) minutes of their seven and one half (7.5) hour work day on Mondays, Tuesdays, Wednesdays and Thursdays if 1) the teacher has satisfactorily completed his/her professional responsibilities and 2) the request for the fifteen (15) minute early departure is approved by the teacher's immediate building supervisor.~~
- ~~2. A verbal or written professional leave request must be received by the teacher's immediate building supervisor at least one (1) day prior to the day the leave is requested for. Requests for multiple days of professional leave are permitted. A standard leave request form is not required and the leave will not be reported on a leave and attendance report.~~
- ~~3. The immediate supervisor's decision must not be arbitrary or capricious. Requests for use of paid professional leave may be denied or revoked if the absence of the teacher would unreasonably interfere with the services to be performed by the teacher.~~
- ~~4. For K-5 Elementary teachers professional leave may be added to leave granted for being assigned playground duty before or after the student instruction day per ARTICLE VI Teaching Days and Hours.~~

NOTE: Remaining lettered sections of this ARTICLE to be re-lettered.

ARTICLE XI
Retirement

- A. Upon retirement under the provisions of the State Retirement Act, full time teachers **employed prior to July 1, 2009** who are eligible to begin drawing annuity immediately and choose to do so shall be paid at their last annual rate. The Salary Schedule will be based on a one hundred ninety (190) day year for any accumulated sick leave up to ninety (90) days. For part-time teachers, the benefits will be prorated based on the teacher's assignment.
- B. **Upon retirement under the provisions of the State Retirement Act, full time teachers hired after June 30, 2009 who are eligible to begin drawing annuity immediately and choose to do so shall be paid a stipend of seven thousand five hundred dollars. The stipend shall be increased in subsequent fiscal years by the same percentage as the salary schedule is increased or by some other amount as mutually agreed by the Parties.**
- B. C. The teacher **employed prior to July 1, 2009** must have been an employee of the Battle Creek Public Schools for ten (10) consecutive years (including Board approved leaves of absence) in order to be eligible for this benefit. **The teacher hired after June 30, 2009 must have been an employee of the Battle Creek Public Schools for twenty (20) consecutive years (including Board approved leaves of absence) in order to be eligible for this benefit.**

NOTE: Re-letter remaining sections of this ARTICLE

ARTICLE XII
Insurance

F. Premium Contributions:

1. 2008-2009:

- a. The 2008-2009 insurance premium contribution increases for teachers enrolled in MESSA were calculated by determining the total increase in the MESSA insurance premiums in 2008-2009 over the 2007-2008 insurance premiums and dividing one-half (1/2) of that amount equally among the teachers who were enrolled in health insurance on July 1, 2008. The same process was used to calculate the insurance premium contribution for teachers enrolled in MEBS using the MEBS insurance premium increases in 2008-2009 over the 2007-2008 insurance premiums.**
- b. Effective September 1, 2008 K-12, MYCA and ECSE teachers who are enrolled in Super Care 1 shall have their premium contribution increase by three hundred forty-four (\$344) per year for a total of two thousand three hundred eighty-eight dollars (\$2,388).**
- c. Effective September 1, 2008 K-12, MYCA and ECSE teachers who are enrolled in Choices II shall have their premium contribution increase by three hundred forty-four dollars (\$344) per year for a total of one thousand one hundred forty-eight dollars (\$1,148).**
- d. Effective September 1, 2008 ECE teachers who are enrolled in MEBS health insurance shall have their premium contribution increase by three hundred twenty-six dollars (\$326) per year for a total of one thousand seventy dollars (\$1,070).**

2. 2009-2010:

Effective September 1, 2009 insurance premium contribution increases for teachers enrolled in MESSA will be calculated by determining the total increase or decrease in the MESSA insurance premiums in 2009-2010 compared to the 2008-2009 MESSA insurance premiums and dividing one-half (1/2) of that amount equally among the teachers who were enrolled in MESSA health insurances on July 1, 2009.

Effective September 1, 2009 insurance premium contribution increases for teachers enrolled in MEBS will be calculated by determining the total increase or decrease in the MEBS insurance premiums in 2009-2010 compared to the 2008-2009 MEBS insurance premiums and dividing one-half (1/2) of that amount equally among the teachers who were enrolled in MEBS health insurances on July 1, 2009.

ARTICLE XIX Joint Council

B. Professional Development Defined:

1. **Individual Professional Development** activities must qualify as Professional Development by meeting the State definition for Professional Development and be in concert with the District Educational Plan. These activities must be agreed to by the teacher's principal or be recommended by the Joint Council for Professional Development and are intended to meet the individual Professional Development needs of the teacher.

Personal Leave will not be granted in lieu of Individual Professional Development.

2. **Building Professional Development** activities must qualify as professional development by meeting the State definition for Professional Development and be in concert with the District Educational Plan. These activities are developed collaboratively by the teachers and the principal of the building and are intended to meet the Professional Development needs of the building staff.
3. **District Professional Development** activities must qualify as Professional Development by meeting the State definition for Professional Development and be in concert with the District Educational Plan. These activities are agreed to and scheduled by the Joint Council for Professional Development and are intended to meet the Professional Development needs of the District.

4. **If a teacher feels that all or some of the District Professional Development scheduled by the Joint Council for Professional Development does not meet his/her Professional Development needs, the teacher may request to attend alternative Individual Professional Development selected by the teacher if 1) the activity meets the State definition of Professional Development and is in concert with the District Educational Plan and 2) the teacher's principal approves attending the Professional Development in writing prior to the professional development session. Such Professional Development must be scheduled and attended between July 1 and June 1 of the following calendar year. If a number of hours of teacher selected Professional Development are approved, the teacher is not required to report to work when the same number of District Professional Development hours are scheduled.**

5. **Prior to the date teachers return to school in August, the district will provide a listing of district-developed professional development activities approved by the Joint Council from which a teacher may select, participate in and, upon completion, satisfy individual professional development. Other individual professional development may include approved workshops, conferences and on-line courses such as those offered by Michigan Virtual University.**

6. **For each SB-CEU earned during a professional development session the district recognizes six hours of professional development.**

2008-2009 SCHOOL CALENDAR
K-12 Narrative Calendar - 178 Student Sessions

Professional Development ^{2 3} Pre-school Preparation ^{1,3} Newly employed Teachers All teachers	Thursday, Aug. 21, 2008 – Individual P.D. (6 hours) Friday, August 22, 2008 Monday, Tuesday, Wednesday, Thursday, August 25-26-27-28, 2008 (BCEA Orientation, building, and district meetings, one-half day each; 16 hours of Professional Development)
Labor Day ^{1,2}	Monday, September 1, 2008
School opens	Tuesday, September 2, 2008 (half day in morning for students)
Students Professional Development ³	Friday, October 31, 2008 (half day - a.m.) Friday, October 31, 2008 (3.5 hours - p.m.)
Parent-Teacher Conferences ¹	Friday, Nov. 7, 2008
Thanksgiving Vacation ^{1,2}	Thursday and Friday, November 27-28, 2008
Winter Vacation ^{1,2}	Monday, December 22, 2008 through Friday, January 2, 2009
Martin Luther King Day ¹ Professional Development ³	Monday, January 19, 2009 Monday, January 19, 2009 (Building P.D. (7.25 hours)
Professional Development ³ Record-keeping ^{1,3}	Friday, January 23, 2009 (3.5 hours - a.m. or p.m.) Friday, January 23, 2009 (one-half day a.m. or p.m.)
First Semester Ends	Friday, January 23, 2009
Second Semester Begins	Monday, January 26, 2009
Presidents Day vacation ^{1,2}	Friday, February 13, 2009 and Monday, February 16, 2009
Parent-Teacher Conferences ¹	Friday, April 3, 2009
Spring Vacation ^{1,2}	Monday, April 6, 2009 through Friday, April 10, 2009
Memorial Day ^{1,2}	Monday, May 25, 2009
School closes.	Wed., June 10, 2009 (a.m. - half day for students/ p.m. – half day records)
Compensatory Day - Conferences ^{1, 2}	Thursday, June 11, 2009 (teachers do not report)

¹ School is closed for students.

² School is closed for teachers.

³ See Professional Development plan to be developed and recommended by the Joint Council for Professional Development.

This calendar includes one hundred seventy-eight (178) student instruction sessions (which include 175 full days and 3 half-days for 176.5 f.t.c. days), one hundred eighty-eight (188) days for returning teachers, and one hundred eighty-nine (189) days for newly employed teachers.

Individual buildings may determine alternate conference schedules one and one-half days (10.875 hours) each semester, as per Article VI, Section F. Conference days, as designated above, are paid days.

EXPLANATORY NOTES
2008-2009 K-12 School Calendar - 178 Student Instruction Sessions
September 2, 2008 Student Start Date

This calendar contains 178 student instruction sessions, which include 175 full days and 3 half days of student instruction which are scheduled on Sept. 2, Oct. 31 and June 12.

188 workdays for returning bargaining unit members and 189 workdays for new bargaining unit members are scheduled as follows:

1. One (1) day for new bargaining unit members only scheduled on August 22, 2008.
2. Four (4) days for all bargaining unit members scheduled on August 25-28, 2008.
3. Professional Development (5 days): Teachers shall participate in the equivalent of five (5) days of professional development. Those five days (36.25 hours) shall be distributed as follows:
 - 6 hours of individual indicated for counting purposes on Aug. 21 (These 6 individual professional development hours must be performed between July 1, 2008 and June 1, 2009 and must occur outside of any scheduled report to work hours for teachers)
 - 16 hours scheduled during Aug. 25 through Aug. 28/ one 3.5 hour session scheduled on Oct. 31/ and one 3.5 hour session scheduled on Jan. 23
 - 7.25 hours of building professional development scheduled on January 19 (Individual buildings may decide to schedule these 7.25 professional development hours between July 1, 2008 and June 1, 2009 if they occur outside of any scheduled report to work hours for teachers)

The activities must fit the State definition of Professional Development and be in concert with the District Educational Plan. In addition, they must be recommended by the Joint Council for Professional Development or approved by the teacher's principal,

The Joint Council For Professional Development shall schedule District professional development hours for August 25 to August 28, October 31 and/or January 23 and shall notify the District of these dates and times. In addition, the Joint Council shall notify the Building School Improvement Committees when their respective times, if any, on the above-noted dates are available for Building Professional Development except, for January 19, 2009.

The principal and the staff in each building shall determine by consensus their particular Professional Development schedule for January 19, 2009.

In the event that a building chooses by consensus to modify the schedule, that building must notify Assistant Superintendent of Curriculum and Instruction for approval by the last Friday in September, which must include a plan, dates, and times.

The conditions for consensus are that every teacher and administrator within the building:

- Agrees to support the building professional development schedule, though it may not be everyone's first choice.
- Agrees that sufficient opportunity to influence the plan was allowed.
- Can state what the plan is.

4. Two (2) days scheduled on November 7, 2008 and April 3, 2009 for hours worked at parent teacher conferences. November 7, 2008 and April 3, 2009 are reserved for parent teacher conferences. June 11, 2009 is a compensatory day for 7.25 evening hours worked in addition to the scheduled conference days.

Individual buildings may determine alternate conference schedules up to one and one-half (1.5) workdays (10.875 hours) as per Article VI, Section C.

5. Lost Instructional Hours and/or Sessions: Scheduled hours and/or sessions of student instruction which are not provided due to conditions not within the control of school authorities, such as inclement weather, severe storms, fires, epidemics, utility power unavailability, mechanical breakdowns, water or sewer failure, or health conditions as defined by city, county, or state health authorities will be rescheduled to ensure that there are a minimum number of hours and/or sessions of student instruction as prescribed by the Revised School Code and the State School Aid Act to enable the Board to receive full pupil membership, if applicable, and categorical appropriations. Teachers shall be excused from reporting for work during delays or on those days on which school is closed due to conditions not within the control of school authorities.

Teachers will receive their regular pay for time or days that are delayed or cancelled but shall work the rescheduled time or days with no additional compensation. Teachers, who have been previously scheduled to take paid leave under this Agreement on a day of pupil instruction that is delayed or cancelled due to the conditions specified in this Article, shall not have their absence on such day(s) charged against paid leave. The hours and/or sessions of work to be made up will be scheduled at the end of the school year or as otherwise agreed to by the parties.

The parties agree that this contract provision has been negotiated to comply with the provisions of the State School Aid Act, to ensure that the District will incur no loss of state aid, and to comply with requirements set forth in the Revised School Code and State School Aid Act respecting the required number of "student instruction" hours and/or sessions.

6. OEC and MYCA: It is understood that a teacher assigned at the MYCA or whose class is attending a week at the Outdoor Education Center as part of the District's curriculum is expected to report to work on instructional days which are canceled for the rest of the District. If on such a day the teacher feels that the road conditions are such that their personal safety is at risk or if other circumstances exist which prevents the teacher from reporting to work the teacher may request to use personal leave.
7. Note: There was no reduction of the one hundred eighty-eight (188) workday 2006-2007 salary schedules due to the number of student days being decreased from one hundred eighty (180) to one hundred seventy-eight (178) which resulted in the total number of teacher work days being decreased by two (2) work days. It is recognized by the parties that there will be no increase to the K-12 salary schedules in the future if the K-12 teacher work year is increased by one (1) or two (2) days due to the District being required by the State to schedule one hundred seventy-nine (179) and/or one hundred eighty (180) student instruction days or if one-half (1/2) day Kindergarten is re-instituted resulting in the District falling below the State mandated student instructional hours.

**2008-2009
K-12 Counting School Calendar -
178 Student Instruction Sessions**

	AUGUST					SEPTEMBER					OCTOBER						
	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F		
Student						1	2	3	4	5			1	2	3		
Days	0					8	9	10	11	12	6	7	8	9	10		
Return	5				21	21	22	23	24	25	26	23	20	21	22	23	24
New	6	25	26	27	28	29	21	29	30			23	27	28	29	30	31

	NOVEMBER					DECEMBER					JANUARY							
	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F			
Student						1	2	3	4	5				1	2			
Days	17	10	11	12	13	14	15	15	16	17	18	19	18	12	13	14	15	16
Return	18	17	18	19	20	21	15	22	23	24	25	26	20	19	20	21	22	23
New	18	24	25	26	27	28	15	29	30	31			20	26	27	28	29	30

	FEBRUARY					MARCH					APRIL							
	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F			
Student	2	3	4	5	6	2	3	4	5	6			1	2	3			
Days	18	9	10	11	12	13	9	10	11	12	13	6	7	8	9	10		
Return	18	16	17	18	19	20	22	16	17	18	19	20	16	13	14	15	16	17
New	18	23	24	25	26	27	22	23	24	25	26	27	17	20	21	22	23	24
							22	30	31				17	27	28	29	30	

	MAY					JUNE					HOLIDAYS			
	M	T	W	T	F	M	T	W	T	F	September 1	Labor Day		
Student					1	1	2	3	4	5	September 1	Labor Day		
Days	20	4	5	6	7	8	8	9	10	11	12	November 27	Thanksgiving	
Return	20	11	12	13	14	15	8	15	16	17	18	19	December 25	Christmas
New	20	18	19	20	21	22	9	22	23	24	25	26	January 1	New Year's Day
		25	26	27	28	29	9						January 19	M.L.K. Jr.
													February 16	President's Day
													April 10	Good Friday
													May 25	Memorial Day

- 1) This calendar includes one hundred seventy-eight (178) student instruction sessions (175 full days/ 3 one-half days on Sept. 2, Oct. 31 and June 10), one hundred eighty-eight (188) days for returning teachers and one hundred eighty-nine (189) days for newly employed teachers.
- 2) Individual buildings may determine alternate conference schedules up to one and one-half (1.5) workdays (10.875 hours) during first semester and up to one and one-half (1.5) workdays (10.875 hours) during second semester (21.75 hours total) as per Article VI, Section C. For counting purposes June 11 indicates 7.25 hours of evening parent teacher conferences scheduled during the school year.
- 3) Days which are shaded are non-student and non-teacher attendance days.
- 4) Days which are shown in bold italic print are teacher work days and non-student attendance days.
- 5) Days which are shown in regular print are student instruction sessions.
- 6) For counting purposes 5 days (36.25 hours) of Professional Development are indicated as follows: 6 hours on Aug. 21/ 16 hours during the dates of Aug. 25 through Aug. 28/ 3.5 hours on Oct. 31/ 7.25 hours on Jan. 19/ and 3.5 hours on Jan. 23.

2009-2010 SCHOOL CALENDAR
K-12 Narrative Calendar – 178 Student Sessions

Professional Development ^{2 3}	Thursday, August 27, 2009 – (6 hours of individual P.D.)
Pre-school Preparation ^{1,3}	Friday, August 28, 2009
Newly employed Teachers	Monday, Tuesday, Wednesday, Thursday,
All teachers	August 31 & September 1, 2 & 3, 2009 (BCEA Orientation, building, and district meetings, one-half day each; 16 hours of Professional Development)
Labor Day ^{1,2}	Monday, September 7, 2009
School opens	Tuesday, September 8, 2009 (half day in morning for students)
Students	Friday, October 30, 2009 (a.m. only)
Professional Development ^{1,3}	Friday, October 30, 2009 (3.5 hours p.m.)
Parent-Teacher Conferences ¹	Friday, November 13, 2009
Thanksgiving Vacation ^{1,2}	Thursday and Friday, November 26-27, 2009
Winter Vacation ^{1,2}	Monday, December 21, 2009 through Friday, January 1, 2010
Martin Luther King Day ^{1,2}	Monday, January 18, 2010 (Up to 7.25 hours of Building P.D. may be scheduled by the buildings or on another date or dates)
First Semester Ends	Thursday, January 28, 2010
Record-keeping ^{1,3}	Friday, January 29, 2010 (one-half day a.m. or p.m.)
Professional Development ^{1,3}	Friday, January 29, 2010 (3.5 hours - a.m. or p.m.)
Second Semester Begins	Monday, February 1, 2010
Presidents Day Vacation ^{1,2}	Friday, February 12, 2010 and Monday, February 15, 2010
Parent-Teacher Conferences ¹	Thursday, April 1, 2010
Good Friday	Friday, April 2, 2010
Spring Vacation ^{1,2}	Monday, April 5, 2010 through Friday, April 9, 2010
Memorial Day ^{1,2}	Monday, May 31, 2010
School closes	Thursday, June 17, 2010 (a.m. - half day for students/ p.m. – half day records)
Conference Comp. Day ^{1, 2}	Friday, June 18, 2010 (teachers do not report)

1 School is closed for students.

2 School is closed for teachers.

3 See Professional Development plan to be developed and recommended by the Joint Council for Professional Development.

This calendar includes one hundred seventy-eight (178) student instruction sessions (which include 175 full days and 3 half-days for 176.5 f.t.e. days), one hundred eighty-eight (188) days for returning teachers, and one hundred eighty-nine (189) days for newly employed teachers.

Individual buildings may determine alternate conference schedules one and one-half days (10.875 hours) each semester, as per Article VI, Section F. Conference days, as designated above, are paid days.

EXPLANATORY NOTES
2009-2010 K-12 School Calendar – 178 Student Instruction Sessions
September 8, 2009 Student Start Date

This calendar contains 178 student instruction sessions, which include 175 full days and 3 half days of student instruction which are scheduled on Sept. 8, Oct. 30 and June 17.

188 workdays for returning bargaining unit members and 189 workdays for new bargaining unit members are scheduled as follows:

1. One (1) day for new bargaining unit members only scheduled on August 28, 2009.
2. Four (4) days for all bargaining unit members scheduled on August 31-September 3, 2009
3. Professional Development (5 days): Teachers shall participate in the equivalent of five (5) days of professional development. Those five days (36.25 hours) shall be distributed as follows:
 - 6 hours of individual indicated for counting purposes on Aug. 27 (These 6 individual professional development hours must be performed between July 1, 2009 and June 1, 2010 and must occur outside of any scheduled report to work hours for teachers)
 - 16 hours scheduled during Aug. 31 through Sept. 3/ one 3.5 hour session scheduled on Oct. 30/and one 3.5 hour session scheduled on Jan. 29
 - 7.25 hours of building professional development scheduled on January 18 (Individual buildings may decide to schedule these 7.25 professional development hours between July 1, 2009 and June 1, 2010 if they occur outside of any scheduled report to work hours for teachers)

The activities must fit the State definition of Professional Development and be in concert with the District Educational Plan. In addition, they must be recommended by the Joint Council for Professional Development or approved by the teacher's principal,

The Joint Council For Professional Development shall schedule District professional development hours for August 31 through September 3, October 30 and/or January 29 and shall notify the District of these dates and times. In addition, the Joint Council shall notify the Building School Improvement Committees when their respective times, if any, on the above-noted dates are available for Building Professional Development except, for January 18, 2009.

The principal and the staff in each building shall determine by consensus their particular 3.5 hours of Professional Development that may be scheduled by buildings January 18, 2010.

In the event that a building chooses by consensus to modify the schedule, that building must notify Assistant Superintendent of Curriculum and Instruction for approval by the last Friday in September, which must include a plan, dates, and times.

The conditions for consensus are that every teacher and administrator within the building:

- Agrees to support the building professional development schedule, though it may not be everyone's first choice.
- Agrees that sufficient opportunity to influence the plan was allowed.
- Can state what the plan is.

4. Two (2) days scheduled on November 13, 2009 and April 1, 2010 for hours worked at parent teacher conferences. November 13, 2009 and April 1, 2010 are reserved for parent teacher conferences. June 18, 2010 is a compensatory day for 7.25 evening hours worked in addition to the scheduled conference days.

Individual buildings may determine alternate conference schedules up to 1.5 workdays (10.875 hours) during first semester and up to 1.5 workdays (10.875 hours) during second semester (21.75 hours total) as per Article VI, Section C.

5. Lost Instructional Hours and/or Sessions: Scheduled hours and/or sessions of student instruction which are not provided due to conditions not within the control of school authorities, such as inclement weather, severe storms, fires, epidemics, utility power unavailability, mechanical breakdowns, water or sewer failure, or health conditions as defined by city, county, or state health authorities will be rescheduled to ensure that there are a minimum number of hours and/or sessions of student instruction as prescribed by the Revised School Code and the State School Aid Act to enable the Board to receive full pupil membership, if applicable, and categorical appropriations. Teachers shall be excused from reporting for work during delays or on those days on which school is closed due to conditions not within the control of school authorities.

Teachers will receive their regular pay for time or days that are delayed or cancelled but shall work the rescheduled time or days with no additional compensation. Teachers, who have been previously scheduled to take paid leave under this Agreement on a day of pupil instruction that is delayed or cancelled due to the conditions specified in this Article, shall not have their absence on such day(s) charged against paid leave. The hours and/or sessions of work to be made up will be scheduled at the end of the school year or as otherwise agreed to by the parties.

The parties agree that this contract provision has been negotiated to comply with the provisions of the State School Aid Act, to ensure that the District will incur no loss of state aid, and to comply with requirements set forth in the Revised School Code and State School Aid Act respecting the required number of "student instruction" hours and/or sessions.

6. OEC and MYCA: It is understood that a teacher assigned at the MYCA or whose class is attending a week at the Outdoor Education Center as part of the District's curriculum is expected to report to work on instructional days which are canceled for the rest of the District. If on such a day the teacher feels that the road conditions are such that their personal safety is at risk or if other circumstances exist which prevents the teacher from reporting to work the teacher may request to use personal leave.
7. Note: There was no reduction of the one hundred eighty-eight (188) workday 2006-2007 salary schedules due to the number of student days being decreased from one hundred eighty (180) to one hundred seventy-eight (178) which resulted in the total number of teacher work days being decreased by two (2) work days. It is recognized by the parties that there will be no increase to the K-12 salary schedules in the future if the K-12 teacher work year is increased by one (1) or two (2) days due to the District being required by the State to schedule one hundred seventy-nine (179) and/or one hundred eighty (180) student instruction days or if one-half (1/2) day Kindergarten is re-instituted resulting in the District falling below the State mandated student instructional hours.

2009-2010
K-12 Counting School Calendar – **178 Student Instruction Sessions**

AUGUST						SEPTEMBER					OCTOBER						
	M	T	W	T	F		M	T	W	T	F		M	T	W	T	F
Student							7	8	9	10	11		5	6	7	8	9
Days 0						17	14	15	16	17	20	22	12	13	14	15	16
Return 2				27	28	20	21	22	23	24	25	22	19	20	21	22	23
New 3	31					20	28	29	30			22	26	27	28	29	30

NOVEMBER						DECEMBER					JANUARY						
	M	T	W	T	F		M	T	W	T	F		M	T	W	T	F
Student	2	3	4	5	6		7	8	9	10	11		4	5	6	7	8
Days 18	16	17	18	19	20	14	14	15	16	17	18	18	11	12	13	14	15
Return 19	23	24	25	26	27	14	21	22	23	24	25	20	18	19	20	21	22
New 19	30					14	28	29	30	31		20	25	26	27	28	29

FEBRUARY						MARCH					APRIL						
	M	T	W	T	F		M	T	W	T	F		M	T	W	T	F
Student	1	2	3	4	5		1	2	3	4	5		5	6	7	8	9
Days 18	15	16	17	18	19	23	15	16	17	18	19	15	12	13	14	15	16
Return 18	22	23	24	25	26	23	22	23	24	25	26	16	19	20	21	22	23
New 18						23	29	30	31			16	26	27	28	29	30

MAY						JUNE							
	M	T	W	T	F		M	T	W	T	F		
Student	3	4	5	6	7		1	2	3	4		September 7	Labor Day
Days 20	17	18	19	20	21	13	14	15	16	17	18	November 26	Thanksgiving
Return 20	24	25	26	27	28	14	22	23	24	25	26	December 25	Christmas
New 20	31					14						January 1	New Year's Day
												January 18	M.L.K. Jr.
												February 15	President's Day
												April 2	Good Friday
												May 31	Memorial Day

- 1) This calendar includes one hundred seventy-eight (178) student instruction sessions (175 full days/ 3 one-half days on Sept. 8, Oct. 30 and June 17), one hundred eighty-eight (188) days for returning teachers and one hundred eighty-nine (189) days for newly employed teachers.
- 2) Individual buildings may determine alternate conference schedules up to 1.5 workdays (10.875 hours) during first semester and up to one and 1.5 workdays (10.875 hours) during second semester (21.75 hours total) as per Article VI, Section C. For counting purposes June 18 indicates 7.25 hours of evening parent teacher conferences scheduled during the school year.
- 3) Days which are shaded are non-student and non-teacher attendance days.
- 4) Days which are shown in bold italic print are teacher work days and non-student attendance days.
- 5) Days which are shown in regular print are student instruction sessions.
- 6) For counting purposes 5 days (36.25 hours) of Professional Development are contained in the Counting Calendar as follows - Aug. 27, during workdays scheduled Aug. 31 through Sept. 3, Oct. 30, Jan. 18 and Jan. 29.

2008-2009 SCHOOL CALENDAR
Early Childhood Education Narrative Calendar
121 Student Sessions - a.m. and 120 Student Sessions - p.m.

Professional Development ^{2,3} Pre-school Preparation ^{1,3} Newly employed Teachers All teachers	Thursday, Aug. 21, 2008 – Possible Individual P.D. Friday, August 22, 2008 Monday, Tuesday, Wednesday, Thursday, August 25-26-27-28, 2008 (BCEA Orientation, building, and district meetings, one-half day each; possible hours of Professional Development)
Labor Day ^{1,2}	Monday, September 1, 2008
Pre-school Preparation ^{1,3}	Tuesday, September 2, 2008 through Friday, September 5, 2008
School opens	Tuesday, September 9, 2008
Students	Friday, October 31, 2008 (a.m. session only)
Professional Development ³	Friday, October 31, 2008 (p.m. - possible hours of professional development)
Parent-Teacher Conferences ¹	Friday, Nov. 7, 2008
Thanksgiving Vacation ^{1,2}	Thursday and Friday, November 27-28, 2008
Winter Vacation ^{1,2}	Monday, December 22, 2008 through Friday, January 2, 2009
Martin Luther King Day ¹	Monday, January 19, 2009
Professional Development ³	Monday, January 19, 2009 (possible hours of professional development)
Professional Development ³	Friday, January 23, 2009 (possible hours of professional development)
Record-keeping ^{1,3}	Friday, January 23, 2009 (one-half day a.m. or p.m.)
First Semester Ends	Friday, January 23, 2009
Second Semester Begins	Monday, January 26, 2009
School Closed ^{1,2}	Thursday, January 29 and Friday, January 30, 2009
Presidents Day vacation ^{1,2}	Friday, February 13, 2009 and Monday, February 16, 2009
Parent-Teacher Conferences ¹	Friday, April 3, 2009
Spring Vacation ^{1,2}	Monday, April 6, 2009 through Friday, April 10, 2009
School closes.	Tue., May 12, 2009
Early Childhood Education School Closing Activities ¹	Wednesday, May 13 through Monday, May 18, 2009
Compensatory Day - Conferences ^{1,2}	Thursday, June 11, 2009 (teachers do not report)

1 School is closed for students.

2 School is closed for teachers.

3 See Professional Development plan to be developed and recommended by the Joint Council for Professional Development for Early Childhood Education teachers.

This calendar includes 121 a.m. and 120 p.m. student instruction sessions and 170 days for returning teachers, and 171 days for newly employed teachers.

Individual buildings may determine alternate conference schedules one and one-half days (7 hours) each semester as per Article VI, Section F. Conference days, as designated above, are paid days.

EXPLANATORY NOTES
Early Childhood Education Narrative Calendar
121 Student Sessions - a.m. and 120 Student Sessions - p.m.
September 9, 2008 Student Start Date

This calendar contains 121 a.m. and 120 p.m. student sessions (a.m. only session on Oct. 31).
Early Childhood Education students attend school on Tuesdays, Wednesdays, Thursdays and Fridays only.

170 workdays for returning bargaining unit members and 171 workdays for new bargaining unit members are scheduled as follows:

1. One (1) day for new bargaining unit members only scheduled on August 22, 2008
2. Four (4) days for all bargaining unit members scheduled on August 25-28, 2008.
3. Professional Development Five (5 days): Early Childhood Education teachers shall participate in the equivalent of five (5) days of professional development. Those five days (35 hours) shall be collaboratively selected and scheduled by the program administrator and the Early Childhood Education teachers.

The activities must fit the State definition of Professional Development and be in concert with the District Educational Plan. In addition, they must be approved by the Joint Council for Professional Development.

4. Two (2) days scheduled on November 7, 2008 and April 3, 2009 for hours worked at parent teacher conferences. November 7, 2008 and April 3, 2009 are reserved for parent teacher conferences. June 11, 2009 is a compensatory day for evening hours worked before and after in addition to the scheduled conference days.

Individual buildings may determine alternate conference schedules equivalent to up to one and one-half (1.5) workdays (10.875 hours) and equivalent to up to one and one-half (1.5) workdays (10.875 hours) (21.75 hours total) as per Article VI, Section C.

5. Lost Instructional Hours and/or Sessions: Scheduled hours and/or sessions of student instruction which are not provided due to conditions not within the control of school authorities, such as inclement weather, severe storms, fires, epidemics, utility power unavailability, mechanical breakdowns, water or sewer failure, or health conditions as defined by city, county, or state health authorities will be rescheduled to ensure that there are a minimum number of hours and/or sessions of student instruction as prescribed by the Revised School Code and the State School Aid Act to enable the Board to receive full pupil membership, if applicable, and categorical appropriations. Teachers shall be excused from reporting for work during delays or on those days on which school is closed due to conditions not within the control of school authorities.

Teachers will receive their regular pay for time or days that are delayed or cancelled but shall work the rescheduled time or days with no additional compensation. Teachers, who have been previously scheduled to take paid leave under this Agreement on a day of pupil instruction that is delayed or cancelled due to the conditions specified in this Article, shall not have their absence on such day(s) charged against paid leave. The hours and/or sessions of work to be made up will be scheduled at the end of the school year or as otherwise agreed to by the parties.

The parties agree that this contract provision has been negotiated to comply with the provisions of the State School Aid Act, to ensure that the District will incur no loss of state aid, and to comply with requirements set forth in the Revised School Code and State School Aid Act respecting the required number of "student instruction" hours and/or sessions.

2008-2009

**Early Childhood Education Counting School Calendar
121 Student Instruction Sessions - a.m./ 120 Student Instruction Sessions - p.m.**

AUGUST						SEPTEMBER						OCTOBER						
	M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
Student							1	2	3	4	5				1	2	3	
Days	0					13	15	16	17	18	19	19	13	14	15	16	17	
Return	5				21	22	21	22	23	24	25	26	23	20	21	22	23	24
New	6	25	26	27	28	29	21	29	30				23	27	28	29	30	31

NOVEMBER						DECEMBER						JANUARY						
	M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
Student	3	4	5	6	7		1	2	3	4	5					1	2	
Days	13	10	11	12	13	14	12	15	16	17	18	19	13	12	13	14	15	16
Return	18	17	18	19	20	21	15	22	23	24	25	26	18	19	20	21	22	23
New	18	24	25	26	27	28	15	29	30	31			18	26	27	28	29	30

FEBRUARY						MARCH						APRIL						
	M	T	W	T	F		M	T	W	T	F		M	T	W	T	F	
Student	2	3	4	5	6		2	3	4	5	6				1	2	3	
Days	15	16	17	18	19	20	17	16	17	18	19	20	13	13	14	15	16	17
Return	18	23	24	25	26	27	22	23	24	25	26	27	17	20	21	22	23	24
New	18						22	30	31				17	27	28	29	30	

MAY						JUNE						HOLIDAYS		
	M	T	W	T	F		M	T	W	T	F			
Student	4	5	6	7	8	1	1	2	3	4	5		September 1	Labor Day
Days	5	11	12	13	14	15	15	16	17	18	19		November 27	Thanksgiving
Return	11	18	19	20	21	22	22	23	24	25	26		December 25	Christmas
New	11	25	26	27	28	29							January 1	New Year's Day
													January 19	M.L.K. Jr.
													February 16	President's Day
													April 10	Good Friday
													May 25	Memorial Day

- 1) This calendar includes one hundred twenty (120) student instruction sessions, one hundred seventy (170) days for returning teachers and one hundred seventy-one (171) days for newly employed teachers.
- 2) Individual buildings may determine alternate conference schedules equivalent to up to one and one-half (1.5) workdays during first semester and equivalent to up to one and one-half (1.5) workdays during second semester (21 hours total) as per Article VI, Section C. For counting purposes June 11 indicates one day of evening parent teacher conferences scheduled during the school year.
- 3) Days which are shaded are non-student and non-teacher attendance days.
- 4) Days which are shown in bold italic print are teacher work days and non-student attendance days.
- 5) Days which are shown in regular print are student instruction sessions.
- 6) For counting purposes only five (5) days (35 hours) of Professional Development are indicated as follows: Five (5) hours on Aug. 21 - performed between 7-1-08 and 6-1-09/ Sixteen (16) hours during the dates of Aug. 25 through Aug. 28, three and one half (3.5) hours on Oct. 23, Seven (7) hours of individual P.D. shown on Jan. 19, and three and one-half (3.5) hours on January 23.

2009-2010 SCHOOL CALENDAR
Early Childhood Education Narrative Calendar
121 Student Sessions – a.m. and 120 Student Sessions - p.m.
 Early Childhood Education Students attend school on Tuesdays, Wednesdays, Thursdays and Fridays

Professional Development ^{2 3}	Thursday, August 27, 2009 – (4.75 hours of Individual P.D.)
Pre-school Preparation ^{1,3}	
Newly employed Teachers	Friday, August 28, 2009
All teachers	Monday, Tuesday, Wednesday, Thursday, August 31 & September 1, 2 & 3, 2009 (BCEA Orientation, building, and district meetings, one-half day each; possible hours of Professional Development)
Labor Day ^{1,2}	Monday, September 7, 2009
Pre-school Preparation ^{1,3}	Tuesday, September 8, 2009 through Friday, September 11, 2009
School opens	Tuesday, September 15, 2009
Students	Friday, October 30, 2009 (a.m. session only)
Professional Development ³	Friday, October 30, 2009 (3.5 hours)
Parent-Teacher Conferences ¹	Friday, November 13, 2009
Thanksgiving Vacation ^{1,2}	Thursday and Friday, November 26-27, 2009
Winter Vacation ^{1,2}	Monday, December 21, 2009 through Friday, January 1, 2010
Martin Luther King Day ^{1,2}	Monday, January 18, 2010 (7.25 hours of building P.D.)
First Semester Ends	Thursday, January 28, 2010
School Closed ^{1,2}	Thursday, January 28 and Friday, January 29, 2010
Second Semester Begins	Monday, February 1, 2010
Presidents Day Vacation ^{1,2}	Friday, February 12, 2010 and Monday, February 15, 2010
Parent-Teacher Conferences ¹	Thursday, April 1, 2010
Good Friday ^{1,2}	Friday, April 2, 2010
Spring Vacation ^{1,2}	Monday, April 5, 2010 through Friday, April 9, 2010
School closes	Tuesday, May 18, 2010
Early Childhood Education School Closing Activities ¹	Wednesday, May 19 through Tuesday, May 25, 2010
Compensatory Day - Conferences ^{1,2}	Friday, June 18, 2010 (teachers do not report)

¹ School is closed for students.
² School is closed for teachers.

³ See Professional Development plan to be developed and recommended by the Joint Council for Professional Development for Early Childhood Education teachers.
 This calendar includes 121 a.m. and 120 p.m. student instruction sessions and 170 days for returning teachers, and 171 days for newly employed teachers.

Individual buildings may determine alternate conference schedules one and one-half days (7 hours) each semester as per Article VI, Section F. Conference days, as designated above, are paid days.

EXPLANATORY NOTES
Early Childhood Education Narrative Calendar
121 Student Sessions – a.m. and 120 Student Sessions - p.m.
September 15, 2009 Student Start Date

This calendar contains 121 a.m. and 120 p.m. student sessions (a.m. only session on Oct. 30). Early Childhood Education students attend school on Tuesdays, Wednesdays, Thursdays and Fridays only.

170 workdays for returning bargaining unit members and 171 workdays for new bargaining unit members are scheduled as follows:

1. One (1) day for new bargaining unit members only scheduled on August 28, 2009.
2. Four (4) days for all bargaining unit members scheduled on August 31-September 3, 2009
3. Professional Development Five (5 days): Early Childhood Education teachers shall participate in the equivalent of five (5) days of professional development. Those five days (35 hours) shall be collaboratively selected and scheduled by the program administrator and the Early Childhood Education teachers.

The activities must fit the State definition of Professional Development and be in concert with the District Educational Plan. In addition, they must be approved by the Joint Council for Professional Development.

4. Two (2) days scheduled on November 13, 2009 and April 1, 2010 for hours worked at parent teacher conferences. November 13, 2009 and April 1, 2010 are reserved for parent teacher conferences. June 18, 2010 is a compensatory day for evening hours worked before and after in addition to the scheduled conference days.

Individual buildings may determine alternate conference schedules equivalent to up to one and one-half (1.5) workdays (10.875 hours) and equivalent to up to one and one-half (1.5) workdays (10.875 hours) (21.75 hours total) as per Article VI, Section C.

5. Lost Instructional Hours and/or Sessions: Scheduled hours and/or sessions of student instruction which are not provided due to conditions not within the control of school authorities, such as inclement weather, severe storms, fires, epidemics, utility power unavailability, mechanical breakdowns, water or sewer failure, or health conditions as defined by city, county, or state health authorities will be rescheduled to ensure that there are a minimum number of hours and/or sessions of student instruction as prescribed by the Revised School Code and the State School Aid Act to enable the Board to receive full pupil membership, if applicable, and categorical appropriations. Teachers shall be excused from reporting for work during delays or on those days on which school is closed due to conditions not within the control of school authorities.

Teachers will receive their regular pay for time or days that are delayed or cancelled but shall work the rescheduled time or days with no additional compensation. Teachers, who have been previously scheduled to take paid leave under this Agreement on a day of pupil instruction that is delayed or cancelled due to the conditions specified in this Article, shall not have their absence on such day(s) charged against paid leave. The hours and/or sessions of work to be made up will be scheduled at the end of the school year or as otherwise agreed to by the parties.

The parties agree that this contract provision has been negotiated to comply with the provisions of the State School Aid Act, to ensure that the District will incur no loss of state aid, and to comply with requirements set forth in the Revised School Code and State School Aid Act respecting the required number of "student instruction" hours and/or sessions.

**2009-2010
ECE Counting School Calendar
121 Student Sessions - a.m. and 120 Student Sessions - p.m.**

	AUGUST					SEPTEMBER					OCTOBER				
	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
Student						7	8	9	10	11	5	6	7	8	9
Days	0					15	16	17	18	18	12	13	14	15	16
Return	2			27	28	20	21	22	23	24	25	22	19	20	21
New	3	31				20	28	29	30		22	26	27	28	29

	NOVEMBER					DECEMBER					JANUARY				
	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
Student	9	10	11	12	13	7	8	9	10	11	4	5	6	7	8
Days	13	16	17	18	19	20	12	14	15	16	17	18	14	11	12
Return	19	23	24	25	26	27	14	21	22	23	24	25	18	18	19
New	19	30				14	28	29	30	31	18	25	26	27	28

	FEBRUARY					MARCH					APRIL				
	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
Student	8	9	10	11	12	8	9	10	11	12	5	6	7	8	9
Days	15	15	16	17	18	19	18	15	16	17	18	19	12	2	13
Return	18	22	23	24	25	26	23	22	23	24	25	26	16	19	20
New	18					23	29	30	31		16	26	27	28	29

	MAY					JUNE					HOLIDAYS	
	M	T	W	T	F	M	T	W	T	F	September 7	Labor Day
Student	10	11	12	13	14	7	8	9	10	11	November 26	Thanksgiving
Days	9	17	18	19	20	21	0	14	15	16	December 25	Christmas
Return	17	24	25	26	27	28	1	22	23	24	January 1	New Year's Day
New	17	31				1					January 18	M.L.K. Jr.
											February 15	President's Day
											April 2	Good Friday
											May 31	Memorial Day

- 1) This calendar includes one hundred twenty (120) student instruction sessions, one hundred seventy (170) days for returning teachers and one hundred seventy-one (171) days for newly employed teachers.
- 2) Individual buildings may determine alternate conference schedules equivalent to up to one and one-half (1.5) workdays during first semester and equivalent to up to one and one-half (1.5) workdays during second semester (21 hours total) as per Article VI, Section C. For counting purposes June 11 indicates one day of evening parent teacher conferences scheduled during the school year.
- 3) Days which are shaded are non-student and non-teacher attendance days.
- 4) Days which are shown in bold italic print are teacher work days and non-student attendance days.
- 5) Days which are shown in regular print are student instruction sessions.
- 6) Five (5) days (35 hours) of Professional Development are counted as follows: 4.75 hours of individual P.D. counted on Aug. 27 (performed between 7-1-09 and 6-1-10), 16 hours (performed during the dates of Aug. 31 through Sept. 3), 3.5 hours counted on Oct. 30, 7.25 hours of individual P.D. counted on Jan. 18, and 3.5 hours counted on January 29.

2008-2009 SCHOOL CALENDAR
Early Childhood Special Education Narrative Calendar
145 Student Sessions – a.m./ 144 Student Sessions – p.m. – Monday - Thursday

Professional Development ^{2 3} Pre-school Preparation ^{1,3} Newly employed Teachers All teachers	Thursday, Aug. 21, 2008 – Possible Hours of Individual P.D. Friday, August 22, 2008 Monday, Tuesday, Wednesday, Thursday, August 25-26-27-28, 2008 (BCEA Orientation, building, and district meetings, one-half day each; Possible hours of Professional Development)
Labor Day ^{1,2}	Monday, September 1, 2008
Teacher Work Day ¹	Tuesday September 2, 2008
School opens	Wednesday, September 3, 2008
Teacher Preparation Professional Development ³	Friday, October 31, 2008 (a.m. only) Friday, October 31, 2008 (p.m. - possible hours of professional development)
Parent-Teacher Conferences ¹	Friday, Nov. 7, 2008
Thanksgiving Vacation ^{1,2}	Thursday and Friday, November 27-28, 2008
Winter Vacation ^{1,2}	Monday, December 22, 2008 through Friday, January 2, 2009
Martin Luther King Day ¹ Professional Development ³	Monday, January 19, 2009 Monday, January 19, 2009 (possible hours of professional development)
Professional Development ³ Record-keeping ^{1,3}	Friday, January 23, 2009 (possible hours of professional development) Friday, January 23, 2009 (one-half day a.m. or p.m.)
First Semester Ends	Friday, January 23, 2009
Second Semester Begins	Monday, January 26, 2009
Presidents Day vacation ^{1,2}	Friday, February 13, 2009 and Monday, February 16, 2009
Parent-Teacher Conferences ¹	Friday, April 3, 2009
Spring Vacation ^{1,2}	Monday, April 6, 2009 through Friday, April 10, 2009
Memorial Day ^{1,2}	Monday, May 25, 2009
School closes.	Wed., June 10, 2009 (a.m. - half day for students/ p.m. – half day records)
Compensatory Day - Conferences ^{1,2}	Thursday, June 11, 2009 (teachers do not report)

¹ School is closed for students.

² School is closed for teachers.

³ See Professional Development plan to be developed and recommended by the Joint Council for Professional Development for Early Childhood Special Education.

This calendar includes 145 a.m. and 144 p.m. student instruction sessions (a.m. session only on June 10), one hundred eighty-eight (188) days for returning teachers, and one hundred eighty-nine (189) days for newly employed teachers.

Individual buildings may determine alternate conference schedules one and one-half days (10.875 hours) each semester, as per Article VI, Section F. Conference days, as designated above, are paid days.