

AGENDA #23
BOZEMAN SCHOOL DISTRICT NO. 7
WILLSON BOARD ROOM
THURSDAY MAY 30, 2019 – 2:00 p.m.

2:00 p.m.

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

PRESIDING TRUSTEE'S EXPLANATION OF PROCEDURES

Recognition of visitors and explanation of procedures to be followed when addressing the Board.
Please turn off cell phones.

PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

1. Public Input Period: Members of the community are given an opportunity to make brief comments to the Board on any matters not included in the agenda.

ACTION ITEMS - CONSENT

Both Districts

2. Request County Clerk & Recorder Conduct 2019-20 Elections
4. Personnel Actions

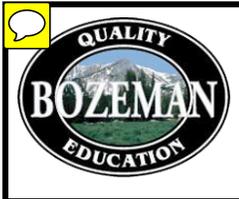
ACTION ITEMS - SINGULAR

Both Districts

6. Leadership Compensation Plan
11. Superintendent Search: Selection of Finalists

ADJOURN

Public comment can be submitted electronically to trustees@bsd7.org

	Wilson	Willet	Tage	Reinhardt	Neil	Lusin	Fischer	Arneson
Motion								
Second								
Ayes								
Nays								
Abstain								

TITLE: PUBLIC PARTICIPATION ON NON-AGENDA ITEMS

CATEGORY: PUBLIC PARTICIPATION

ORIGINATED BY: Board of Trustees

OTHERS INVOLVED: N/A

DATA EXPANSION: None

COST/FUND SOURCE: N/A

IMPLEMENTATION ACTION: No official action required.

DISCUSSION:
 This agenda item will offer the opportunity for a public input period: Members of the community are given an opportunity to make brief comments to the Board on any matters not included in the agenda.

	Wilson	Willett	Tage	Reinhardt	Neil	Lusin	Fischer	Arneson
	Motion							
	Second							
	Ayes							
	Nays							
Abstain								

ISSUE: REQUEST COUNTY CLERK & RECORDER CONDUCT 2019-20 ELECTIONS

CATEGORY: ACTION ITEM - CONSENT

ORIGINATED BY: Mike Waterman, District Clerk

OTHERS INVOLVED: Eric Semerad, Gallatin County Clerk and Recorder/Election Administrator

DATA EXPANSION: None

COST/FUND SOURCE: \$35,000 each Elementary and High School General Funds, \$70,000 total

IMPLEMENTATION ACTION: Elementary and High School District ACTION Effective May 30, 2019

ISSUE:
Shall the Board request the Gallatin County Clerk and Recorder to conduct the school elections for 2019-20?

- FACTS:
- 20-20-401(1), MCA states the Trustees are the general supervisors of school elections unless the Trustees request and the County Election Administrator agrees to conduct a school election. By June 1 of each year Trustees may request the County Election Administrator to conduct certain school elections during the ensuing year.
 - At this time, it is anticipated the only election the District will have next year is the regular school election on May 5, 2020.

SUPERINTENDENT’S RECOMMENDATION:
It is recommended that the Board request the County Election Administrator to conduct the 2019-20 school elections as allowed by State law.

- OTHER ALTERNATIVES:
- Do not make the request and have the District Clerk conduct the elections.

DISCUSSION:
The costs and time involved in conducting polling place elections has increased considerably over the last few years. This increase is a result of changes in laws relating to the conduct of elections. The most significant of those changes is the maintenance of the permanent absentee voter list, by which voters elect to have their ballots mailed to them. The list has been increasingly popular: over 80% of our active registered voters are on the permanent absentee voter list.

The County Election department is responsible to conduct all Federal, State, County, City and special district elections (other than school districts). Because of this requirement, they have a dedicated, experienced election staff as well as state-of-the-art voting equipment. Further, the County Election department has conducted the last eight elections for the District, and all have been seamless.

It should be noted that the County Election Administrator has determined that the only way his office will run our school election is by mail ballot. Due to the size of the permanent absentee list and the District's ongoing goal of public accountability and transparency, the District understands the value of mail ballot elections and remains open to them.

	Wilson	Willett	Tage	Reinhardt	Neil	Lusin	Fischer	Arneson
Motion								
Second								
Ayes								
Nays								
Abstain								

TITLE: PERSONNEL ACTIONS

CATEGORY: ACTION ITEM - CONSENT

ORIGINATED BY: Pat Strauss,
Director of Human Resources

OTHERS INVOLVED: Robert Watson,
Superintendent

DATA EXPANSION: Accompanying Personnel
Actions Report

COST/FUND SOURCE: Salaries are listed for each employee

IMPLEMENTATION ACTION: Elementary and High School District ACTION
Effective May 30, 2019

SUPERINTENDENT'S RECOMMENDATION:

It is recommended that the Board of Trustees confirm the attached personnel actions involving certified and classified personnel. Also attached is a report of administrative actions regarding personnel which have transpired since the last meeting.

DISCUSSION:

These appointments are made as the result of careful attention to Board policy, Title IX regulations, and Federal and State laws. All applicants are evaluated with respect to the criteria for each advertised position to ensure that only the most suitable candidates are recommended.

May 30, 2019

REQUIRES BOARD ACTION

Confirmation of Employment (Certified)

Name	Position	Level/Step	Effective	Salary
Skoog, Linnea	French Teacher, 1.0 FTE, CJMS	BA, Step 1	8/21/2019	\$41,586.00
Roed, Jason	Math Teacher, 1.0 FTE, BHS	BA, Step 1	8/21/2019	\$41,586.00
Rawlins, Chris	Math Teacher, 1.0 FTE, BHS	BA, Step 1	8/21/2019	\$41,586.00
Harper, Noelle	Librarian, 1.0 FTE, BHS	BA, Step 1	8/21/2019	\$41,586.00
DeFrance, Amy	SPED Teacher, 1.0 FTE, IRVG	BA, Step 2	8/21/2019	\$42,917.00

Confirmation of Request for Leave of Absence (Certified)

Name	Position	Reason	Effective Dates
Nagel, Jason	Social Studies Teacher, 1.0 FTE, BHS	Military LOA	2019-2020

REPORT OF ADMINISTRATIVE ACTIONS

FLSA non-exempt professional employees will generally receive 4.0% and 3.0% increases to their hourly wages 2019-20 and 2020-21, respectively. Exempt professional employees will generally receive 3.0% salary increases for both 2019-20 and 2020-21. In addition, 2019-20 in lieu of benefit amounts will be increased by \$500 per year for 1.0 FTE positions. The total cost of these increases is estimated at \$169,335 for 2019-20.

Confirmation of Resignations/Terminations (Certified)

Name	Position	Reason	Effective	Years of Service
Horton, Lindsay	Counselor - Behavioral Support Specialist, .50 FTE, LONG, .40 FTE, HYL, BA(M)+105, Step 5, \$59,351	Resignation	6/7/2019	1
Lillrose, Laura	Elementary Teacher, 1.0 FTE, BA(M)+45, Step 6, \$54,062, HAWT	Resignation	6/7/2019	2

	Wilson	Willet	Tage	Reinhardt	Neil	Lusin	Fischer	Arneson
Motion								
Second								
Ayes								
Nays								
Abstain								

TITLE: LEADERSHIP COMPENSATION PLAN

CATEGORY: ACTION ITEM - SINGULAR

ORIGINATED BY: Rob Watson, Superintendent

OTHERS INVOLVED: All Administrators

DATA EXPANSION: Policy #6143/6143P

COST/FUND SOURCE: Estimated \$84,400 2019-20 and \$90,000 2020-21 for Salary and Benefits from Various Funds

IMPLEMENTATION

ACTION: Elementary and High School District ACTION
Effective May 30, 2019

ISSUE:

Shall the Board set a base amount of \$73,027 (2.5% increase) for 2019-20 and \$74,853 (2.5% increase) for 2020-21 in accordance with Policy #6143?

FACTS:

- Trustees have used District Policy #6143 to set most administrators salary amounts since 1986. Trustees set the base amount, which drives the salary amount for individual positions. The administrative positions that are not covered by the policy are the Superintendent and the Deputy Superintendent Operations and the Deputy Superintendent of Instruction.
- The base salary increases for the 2019-20 and 2020-21 school years are 4% and 4% for classified employees, which results in an approximate 6.75% and 6.03% overall increase due to an increase in insurance benefits and advancement on the salary schedule;
- The base salary increases for the 2019-20 and 2020-21 school years are 3% and 2% for certified employees, which results in an approximate 5.53% and 5.75% overall increase due to an increase in insurance benefits and advancement on the salary schedule.

SUPERINTENDENT'S RECOMMENDATION:

It is recommended that the Board set a base amount of \$73,027 (2.5% increase) for 2019-20 and \$74,853 (2.5% increase) for 2020-21 in accordance with Policy #6143. In addition, it is recommended that the Board likewise approve a 2.5% increase in 2019-20 and 2.5% increase in 2020-21 to the salary for the Deputy Superintendent Operations and the Deputy Superintendent Instruction.

OTHER ALTERNATIVES:

- Select a different base amount and do not approve the other proposed contract changes.

DISCUSSION:

This recommendation results in total cost increases of 2.69% and 2.79% for administrators as a group in the two years, respectively. This includes advancement of years of service and education level for a portion of the administrative employees less savings for turnover of administrators. The recommended 2.5% increase on the base is less than that provided to other employee groups.

ADMINISTRATION

Leadership Compensation Plan
 SALARY INDEX SYSTEM FOR LEADERSHIP TEAM MEMBERS

Base for current year - Largest of:

- a. 60% of the previous year's average high school principal's salary in the "AA" districts in Montana.
- b. Dollar amount set by Board of Trustees.

The amounts for a. and b. above shall be updated annually by the superintendent and indicated in the procedures to this policy.

Position Factor (responsibility, size of school, no. of staff, etc.)

		<u>Work Year</u>
Elementary Principal	1.35	204 days
Middle School Principal	1.35	220 days
Elementary Asst. Principal	1.20	204 days
High School Principal	1.45	225 days
High School Asst. Principal	1.27	210 days
Athletic/Activities Director	1.27	225 days
Middle School Asst. Principal	1.25	210 days
Director of Facilities	1.30	Full
Director of Music and Fine Arts	1.30	204 days
Director of Special Education	1.35	Full
Director of Human Resources	1.35	Full
Director of Business Services/District Clerk	1.35	Full
Director of Curriculum	1.30	220 days

Previous Experience Factor* (experience as an administrator in Bozeman)

.01 for each year to a maximum of 10 years

*The Superintendent may, with Board approval, allow up to 5 years' credit for outside administrative experience.

Education Factor* (quarter credits in an institution of higher education)

Below M	=	-.02	M+45	=	.06
M	=	.00	M+60	=	.08
M+15	=	.02	Doctorate	=	.10
M+30	=	.04			

*Compensation for the Superintendent, Deputy Superintendent Operations and the Deputy Superintendent Instruction will be decided by the Board on a yearly basis. Director of Facilities will get .00 education factor for a Professional Engineering License.

Work Year Factor

204 days	=	.00	220 days	=	.07
210 days	=	.03	225 days-Full Year	=	.10*
215 days	=	.05			

*Full year administrators earn vacation per MCA 2-18-611 and their work year is dependent on the following schedule. Administrators are encouraged to use their earned vacation leave. However, due to the demands of the job and pursuant to 2-18-617(5), administrators with an accumulated vacation leave balance greater than that allowed, may request a lump sum payment for the excess vacation leave balance.

<u>In-State Years of Employment</u>	<u>Vacation Days Credit Per Year</u>	<u>Number of Days Contracted</u>
1-day - 10 years	15	251
10-15 years	18	254
15-20 years	21	257
20 years on	24	260

Special Assignment Factor

Individual administrator’s basic job may include a variety of responsibilities. For example, elementary principals in the district generally have assignments which include the usual responsibilities of a building principal, plus one or more district-wide assignments depending on the nature of the overall basic job responsibilities. Occasionally an administrator’s workload significantly exceeds the norm as a result of assignments by the Superintendent. In such circumstances the Superintendent is authorized to allow from 1-4 index points for these special assignments. The special assignments may include opening a new building, being assigned to more than one building, special administrative problems, lack of administrative assistance, additional unusual responsibilities or other unique circumstances.

Flexible Benefits

Administrators will receive an additional salary in lieu of health insurance benefits as approved by the Board of Trustees and referenced in 6143P.

An individual administrator’s salary is determined by adding the appropriate index factors and multiplying the total times the base.

After consideration of administrator evaluations, the Superintendent may recommend and the Board may approve a resolution to continue an individual administrator at the same salary and thus disallow him/her all or a portion of the increase that may have been anticipated under this leadership compensation system (20-4-203 M.C.A.)

Depending on the level of performance of the administrator during the frozen salary year, the Superintendent may recommend a continuation of the frozen salary amount for another year or may recommend that the administrator’s salary be determined from the normal application of the index system with a loss of one year of credited experience.

Adopted: 09/22/86

Revised: 09/14/87, 06/20/88, 01/16/90, 05/14/90, 09/11/90, 02/11/91, 05/13/91, 05/11/92, 06/14/93, 09/09/96, 06/08/98, 08/09/99, 07/14/03, 03/06/06, 06/11/07, 07/28/08, 04/13/09, 07/12/10, 06/11/12, 07/29/13, 01/23/17, 06/11/18

ADMINISTRATION

Leadership Compensation Plan

For the purposes of Policy #6143, the base for the current year is calculated using the following:

- a. 60% of the previous year's average high school principal's salary in the "AA" districts in Montana:
2018/19 \$66,615
- b. Dollar amount set by Board of Trustees: ~~2017/18 - \$70,193; 2018/19 - \$71,246~~ **2019/20 - \$73,027;**
2020-21 - \$74,853

For the purposes of Policy #6143, amount set by the Board of Trustees for salary in lieu of benefits: 2015/16 through present – 13.5% of salary

Revised: 05/19/94, 05/31/95, 03/27/96, 05/27/97, 06/08/98, 06/14/99, 08/09/99, 04/10/00, 06/11/01, 06/10/02, 07/14/03, 06/14/04, 05/23/05, 07/24/06, 05/08/08, 08/20/08, 07/12/10, 06/13/11, 12/10/13, 06/09/14, 05/22/15, 06/12/17, **05/29/19**

	Wilson	Willett	Tage	Reinhardt	Neil	Lusin	Fischer	Arneson
Motion								
Second								
Ayes								
Nays								
Abstain								

TITLE: SUPERINTENDENT SEARCH:
SELECTION OF FINALISTS

CATEGORY: ACTION ITEM- SINGULAR

ORIGINATED BY: Andy Willett, Board Chair
Pat Strauss, Director of Human Resources

OTHERS INVOLVED: Screening Committee, MTSBA

DATA EXPANSION: None

COST/FUND SOURCE: N/A

IMPLEMENTATION

ACTION: Elementary and High School District ACTION
Effective May 30, 2019

ISSUE:

Shall the Board of Trustees approve the Superintendent finalists for interview?

FACTS:

1. Superintendent Rob Watson submitted his resignation effective June 30, 2019.
2. The Board of Trustees contracted with Montana School Boards Association (MTSBA) to conduct a Superintendent Search.
3. The Superintendent position was posted with a closing date of May 17, 2019.
4. MTSBA collected applications, conducted background checks and provided a matrix showing the qualifications of all applicants to the full Board of Trustees on May 24, 2019.
5. On May 20, 2019 the Board of Trustees appointed a Superintendent search screening committee to pre-screen applicants and make finalist recommendation to the full Board of Trustees for the Superintendent interviews.
6. A representative of MTSBA will be present at this meeting to assist in the screening process and selection of finalists for Superintendent interviews.
7. The Board of Trustees has reviewed the applications and will recommend candidates as finalists for interview.
8. Finalists will be invited by MTSBA for interview on June 10 and 12, 2019.
9. The Board of Trustees will make a final selection at the Board meeting on June 18, 2019.

BOARD CHAIR'S RECOMMENDATION:

The Board of Trustees will select the finalists for the Superintendent interviews.

OTHER ALTERNATIVES:

1. Re-advertise the position and seek other qualified candidates.
2. Appoint an interim Superintendent and re-advertise in January 2020.

FUTURE BOARD MEETINGS AND OTHER IMPORTANT DATES

June 10, 2019	Candidate Interviews (Tentative)
June 11, 2019	Regular Board Meeting
June 12, 2019	Candidate Interviews (Tentative)
June 18, 2019	Recommendation for Hire (Tentative)
June 24, 2019	Special Board Meeting
July 15, 2019	Special Board Meeting
August 12, 2019	Regular Board Meeting
August 26, 2019	Special Board Meeting
September 9, 2019	Regular Board Meeting
September 23, 2019	Special Board Meeting
October 14, 2019	Regular Board Meeting
October 28, 2019	Special Board Meeting
November 11, 2019	Regular Board Meeting
December 9, 2019	Regular Board Meeting
January 13, 2020	Regular Board Meeting
January 27, 2020	Special Board Meeting
February 10, 2020	Regular Board Meeting
February 24, 2020	Special Board Meeting
March 9, 2020	Regular Board Meeting
March 23, 2020	Special Board Meeting
April 13, 2020	Regular Board Meeting
April 27, 2020	Special Board Meeting
May 11, 2020	Regular Board Meeting
June 8, 2020	Regular Board Meeting
June 22, 2020	Special Board Meeting



Bozeman School District #7 2018-19 TRUSTEE COMMITTEE APPOINTMENTS

Board of Trustee Standing Committees

Long Range Strategic Planning (LRSP) Committee

Trustees

Heide Arneson
Douglas Fischer
Greg Neil

Long Range Facilities Planning (LRFP) Committee

Trustees

Heide Arneson
Gary Lusin
Wendy Tage

District Safety Committee

Trustees

Heide Arneson
Tanya Reinhardt

Board of Trustee AD-HOC or as Needed Committees

Budget Committee

Trustees

Heide Arneson
Douglas Fischer
Greg Neil
Sandy Wilson, Alternate

Teacher (BEA) Negotiations Committee

Trustees

Greg Neil
Gary Lusin
Wendy Tage
Tanya Reinhardt, Alternate

Future High Schools: Transition

Greg Neil
Sandy Wilson
Tanya Reinhardt, Alternate

HS2 Construction Liaison

Gary Lusin
Wendy Tage, Alternate
Sandy Wilson, Alternate

BHS Renovation/Design Team

Greg Neil
Wendy Tage
Sandy Wilson

Stadium Project/Infrastructure

Greg Neil
Andy Willett

Grade Level Reading Campaign

Douglas Fischer
Andy Willett
Wendy Tage, Alternate

Legislative Issues (Local Option Tax)

Douglas Fischer
Tanya Reinhardt, Alternate

Trustee Representation on Committees/Councils Associated with BSD #7

Bozeman Schools Foundation (BSF)

Wellness Advisory (WAC)

Indian Education for All (IEFA)

MTSBA Municipal Director and Delegates

School Liaisons

Bozeman High School
Bridger Charter Program
Chief Joseph Middle School
Sacajawea Middle School
Emily Dickinson Elementary School
Hawthorne Elementary School
Hyalite Elementary School
Irving Elementary School
Longfellow Elementary School
Meadowlark
Morning Star Elementary School
Whittier Elementary School

Trustees

Sandy Wilson
Heide Arneson, Alternate

Gary Lusin

Douglas Fischer

Gary Lusin, Municipal Director
Greg Neil, Delegate
Tanya Reinhardt, Delegate
Wendy Tague, Delegate
Sandy Wilson, Delegate
Heide Arneson, Alternate
Douglas Fischer, Alternate

Sandy Wilson
Sandy Wilson
Heide Arneson
Tanya Reinhardt
Heide Arneson
Wendy Tague
Douglas Fischer
Douglas Fischer
Andy Willett
Wendy Tague
Gary Lusin
Greg Neil



BOZEMAN SCHOOL DISTRICT #7 LONG RANGE STRATEGIC PLAN

Core Purpose

“Bozeman Public Schools exist to provide an outstanding education that inspires and ensures high achievement so every student can succeed and make a difference in a rapidly changing world community.”

Core Values

- ✓ **High Student Achievement:** We are committed to ensuring that all students achieve at high levels.
- ✓ **Committed, Quality Staff:** We employ and retain well qualified and talented staff members who demonstrate a commitment to the core purpose of the District.
- ✓ **Community and Family Engagement:** We believe that parents and the community are essential contributors in the achievement of our goals.
- ✓ **Climate:** We operate in a climate of respect, honesty and hard work, recognizing the need to be adaptable and open to change.
- ✓ **Fiscal Responsibility:** We are fiscally responsible in the management and expenditure of all District resources.
- ✓ **Decision Making:** We rely on best practices research to guide our decision-making.

Big Audacious Goal – Envisioned Future

“The Bozeman Public School District is widely recognized as a vibrant, flexible and progressive educational system that generates student excellence and engages students to succeed and positively contribute in a global community.”

Goals of the Bozeman Public School District

Goal Area 1: Academic Performance: Every student meets or exceeds the high academic standards of the Bozeman Public School District.

Goal Area 2: Operations and Capacity Building: District operations, facilities and human resources support an efficient and progressive educational system.

Goal Area 3: Community Engagement and External Relations: Bozeman Public Schools has created an environment in which parents, community, legislators and all education stakeholders are supportive, engaged, and contribute to successfully educate our students.

Goal Area 4: Student Success/Safety/Health/Welfare: Bozeman Public Schools has effective systems in place for students to learn and staff to work in a safe and healthy environment.

Bozeman School District #7

BOARD REOCCURRING CALENDAR



JULY

- LRSP Annual Report
- Learning Materials Review Committee
- Set Health and Dental Insurance Price Tags
- Supplemental Book Adoption-One Book-One Bozeman and Bozeman Schools Foundation

AUGUST

- Opening School Activities
- Approve Final Budgets (on 2nd Monday)
- Begin budget process for following year

SEPTEMBER

- One Book-One Bozeman Participation
- LRSP Implementation Framework and Reporting
- Board Luncheon LRSP Reports

OCTOBER

- Attend Montana School Boards Association Annual Meeting
- Board Luncheon LRSP Reports

NOVEMBER

- LRSP: Annual Facilities Master Plan Review
- Preliminary Enrollment and Projection Reports
- Board Luncheon LRSP Reports

DECEMBER

- Bozeman High School New Course Proposals
- Hold Board/Employee Holiday Celebration
- Annual Facilities Master Plan Adoption

JANUARY

- CAFR and Audit Report for prior year
- Consider MHSA Resolutions
- Building Reserve Allocation
- Evaluate the Superintendent

FEBRUARY

- School District Calendar Approval

MARCH

- Call for Annual School Elections
- National Merit Awards
- Hold Budget Review Meetings
- Professional Development Plan Approval
- Board Resolution for Screen Free Week
- Out of State Field Trips and Travel
- Budget Discussion Referencing Staffing

APRIL

- National School Boards Association Annual Conference
- Hold Budget Review Meetings
- Teacher Appreciation Week
- District Technology Plan Approval
- RIF Notification
- Set Special Levy Amounts if Levy Election is in May

MAY

- Approve or Non-renewal of Teachers
- Hold Trustee Election (first Tuesday following first Monday)
- Reorganize the Board and Recognize Retiring Members
- Consider MSBA Resolutions
- Administrator Compensation Policy
- Federal Grant Applications
- Appointment of Bozeman Public Schools Foundation Directors

JUNE

- Recognize Retiring Staff

MONTH VARIES

- Approve Employee Contracts
- Consider Policy Changes
- LRSP Mega Issues Dialogues
- Approve Curriculum Adoptions
- Approve Instructional Material Purchases
- Approve Memorandum of Understanding for Services

BOARD OF TRUSTEES

- Andy Willett, Chair
- Sandra Wilson, Vice Chair
- Heide Arneson
- Douglas Fischer
- Gary Lusin
- Greg Neil
- Tanya Reinhardt
- Wendy Tague

Bozeman Public Schools

Calendar 2018-2019

<p>July</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7</p> <p>8 9 10 11 12 13 14</p> <p>15 16 17 18 19 20 21</p> <p>22 23 24 25 26 27 28</p> <p>29 30 31</p>	<p>August</p> <p>S M T W Th F S</p> <p>1 2 3 4</p> <p>5 6 7 8 9 10 11</p> <p>12 13 14 15 16 17 18</p> <p>19 20 21 22 23 24 25</p> <p>26 27 28 29 K 31</p>	<p>September</p> <p>S M T W Th F S</p> <p>1</p> <p>2 3 4 5 6 7 8</p> <p>9 10 11 12 13 14 15</p> <p>16 17 18 19 20 21 22</p> <p>23 24 25 26 27 28 29</p> <p>30</p>	<p>October</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6</p> <p>7 8 9 10 11 12 13</p> <p>14 15 16 17 18 19 20</p> <p>21 22 23 24 25 26 27</p> <p>28 29 30 31</p>
<p>November</p> <p>S M T W Th F S</p> <p>1 2 3</p> <p>4 5 6 7 8 9 10</p> <p>11 12 13 14 15 16 17</p> <p>18 19 20 21 22 23 24</p> <p>25 26 27 28 29 30</p>	<p>December</p> <p>S M T W Th F S</p> <p>1</p> <p>2 3 4 5 6 7 8</p> <p>9 10 11 12 13 14 15</p> <p>16 17 18 19 20 21 22</p> <p>23 24 25 26 27 28 29</p> <p>30 31</p>	<p>January</p> <p>S M T W Th F S</p> <p>1 2 3 4 5</p> <p>6 7 8 9 10 11 12</p> <p>13 14 15 16 17 18 19</p> <p>20 21 22 23 24 25 26</p> <p>27 28 29 30 31</p>	<p>February</p> <p>S M T W Th F S</p> <p>1 2</p> <p>3 4 5 6 7 8 9</p> <p>10 11 12 13 14 15 16</p> <p>17 18 19 20 21 22 23</p> <p>24 25 26 27 28</p>
<p>March</p> <p>S M T W Th F S</p> <p>1 2</p> <p>3 4 5 6 7 8 9</p> <p>10 11 12 13 14 15 16</p> <p>17 18 19 20 21 22 23</p> <p>24 25 26 27 28 29 30</p> <p>31</p>	<p>April</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6</p> <p>7 8 9 10 11 12 13</p> <p>14 15 16 17 18 19 20</p> <p>21 22 23 24 25 26 27</p> <p>28 29 30</p>	<p>May</p> <p>S M T W Th F S</p> <p>1 2 3 4</p> <p>5 6 7 8 9 10 11</p> <p>12 13 14 15 16 17 18</p> <p>19 20 21 22 23 24 25</p> <p>26 27 28 29 30 31</p>	<p>June</p> <p>S M T W Th F S</p> <p>1</p> <p>2 3 4 5 6 7 8</p> <p>9 10 11 12 13 14 15</p> <p>16 17 18 19 20 21 22</p> <p>23 24 25 26 27 28 29</p> <p>30</p>

DATES TO REMEMBER

Aug 22 - 24	K-12 PIR Days (School Not In Session)
Aug 27	School Begins 1-12
Aug 30	K Full Day Begins
Sep 3	Labor Day Holiday
Oct 8 - 9	K-5 P/T Conferences (No School K-5)
Oct 19 - 20	Flexible PIR Days (No School K-12)
Nov 21 - 23	Thanksgiving Holiday
Nov 26	K-12 PIR Day (No School K-12)
Dec 24 - Jan 4	Winter Break
Jan 21	K-12 PIR Day (No School K-12)
Jan 22	9-12 PIR Day (No School 9-12)
Feb 18	Presidents' Day Holiday
Mar 18 - 22	Spring Break
Apr 11	K-5 Parent/Teacher Conf 6-8 PIR Day (No School K-8)
Apr 12	K-5 Parent/Teacher Conf K-12 PIR Day (No School K-12)
May 24	K-12 PIR Day (No School K-12)
May 27	Memorial Day Holiday
Jun 2	Graduation!
Jun 6	Last Day Of School Students Released @ 12:45

GRADING PERIODS

K-5:	Jan 18 Jun 6
6-8:	Nov 20 Mar 1 Jun 6
9-12:	Period 1 - Oct 5 Period 2 - Nov 21 1st Sem - Jan 19
	Period 1 - Mar 1 Period 2 - Apr 19 2nd Sem - Jun 6

SYMBOL CODES

	Dist. Flexible PIR Days (No School)
	K-12 PIR (No School K-12)
	K-5 P/T Conf (No School K-5)
	K-8 PIR (No School K-8)
	9-12 PIR (No School 9-12)
	Holiday and/or Break
	School Begins
	School Ends
	Kindergarten Starts

With the approval of this calendar, the Board of Trustees, in commemoration of Martin Luther King Day (1/21/19), is directing that all teachers (K-5) and all Social Studies teachers (6-12) take action in class to recognize and celebrate the principles for which Martin Luther King stood.