Frequently Asked Questions: Staff Edition

How are the 12 Early-Out Fridays structured?
There are six early releases in each semester, balanced across A/B days. Learners are dismissed one hour early, and schools use an alternative bell schedule that allots equitable time to every period. The end-of-day activity varies by date and, on some dates, by school level.

Are all 12 early outs building-level professional learning sessions?
No. The overall design is intended to provide distributed, job-embedded time for educators across the year. The official date plan assigns different end-of-day uses: Building Focus, Choice Board, Grading Day, and planned Back-to-School Compensation. Note that on October 29, January 14, November 19, and March 3, the assignment differs for elementary and secondary schools.

When is Choice Board time scheduled, and when should the work be completed?
Choice Board time is scheduled on October 29, November 19, December 10, January 14, February 18, and March 3. On four of those dates, the other school level has a Grading Day. Choice Board work is to be completed by March 17, 2028.

Why are some early-release activities different for elementary and secondary educators?
The end-of-day plan assigns a Grading Day to one school level and Choice Board time to the other on four dates. This lets the schedule address different grade-level needs while keeping the number of early-release Fridays and the A/B balance in place.

When is Back-to-School Compensation scheduled?
The current calendar plan labels one hour at the end of the day on September 17, 2027, and one hour on March 24, 2028, as Back-to-School Compensation. The MOU currently in effect sunsets at the end of the 2026–27 school year. 2027–28 is a negotiation year, so this may need to be adjusted pending those discussions.

Why do some dates show a Grading Day for one school level and Choice Board time for the other?
The approved schedule uses the same four dates to address different educator needs at the elementary and secondary levels. October 29 and January 14 assign Grading Day to secondary and Choice Board to elementary; November 19 and March 3 assign Grading Day to elementary and Choice Board to secondary.

Does the one-hour early dismissal mean every class period loses an hour?
No. The alternative bell schedule is designed to provide equitable time to all periods during the shortened day. Building leaders should use their school's approved bell schedule for exact period lengths and transitions. The calendar also balances A/B days across the 12 dates.

What options are being explored for classified staff on Early-Out Fridays?
Early-Out Fridays may create professional-learning opportunities for some classified staff. Some classified staff who have elementary learners at home may also want to follow the school schedule. The district is exploring whether limited learner-supervision opportunities could be offered on some early-release Fridays, but no assignments or district supervision options are confirmed. Classified staff who do not work are not paid.

What if an educator is absent on an Early-Out Friday?
The district will follow current district and building expectations for the assigned activity, attendance, and any required make-up work. Required professional learning and Choice Board work should be completed according to district direction.

Does the calendar change negotiated agreements or attendance expectations?
This calendar design does not change negotiated language or attendance expectations. It is intended to clarify how existing expectations are applied so implementation is consistent and fair.

Who serves on the school calendar proposal committee?
The 2025–2027 negotiated agreement, Article VII, Section 1, specifies these members:

- An assistant superintendent, who serves as committee chair
- One Board member appointed by the Board
- Three building principals appointed by the superintendent: one each from K–5, 6–8, and 9–12
- An activities director
- Three Association members appointed by the Association president: one each from K–5, 6–8, and 9–12

If circumstances require an adjustment to the adopted calendar, Article VII, Section 3, says the superintendent reconvenes the committee to discuss the need and any recommended modifications.

Why are Fridays part of the structure when staff absences are already higher on Fridays?
Friday absences are higher and relatively predictable, often connected to personal leave, family responsibilities, or coaching commitments. The early-release structure is designed with that existing pattern in mind while maintaining professional expectations for collective learning.

How does the staggered start work?
The official calendar starts grades 6–12 on August 23, grades 1–5 on August 26, and kindergarten on August 31, 2027. The staggered start is intended to give kindergarten learners a gradual transition and to support the secondary school-year timeline.

Why do elementary and secondary learners have different last days?
The calendars are structured to meet grade-band instructional-hour requirements and finish secondary classes before Memorial Day and graduation weekend.