



## **SCHOOL BOARD ACTION REPORT**

**DATE:** April 20, 2017  
**FROM:** Dr. Larry Nyland, Superintendent  
**LEAD STAFF:** Stan Damas, Executive Director, Labor and Employee Relations  
Phone: 206-252-0294 Email: ssdamas@seattleschools.org  
Clover Codd, Assistant Superintendent for Human Resources  
Phone: 206-252-0027 Email: clcodd@seattleschools.org

**For Introduction:** May 17, 2017  
**For Action:** June 7, 2017

### **1. TITLE**

Approval of 2017-18 School Year Calendar

### **2. PURPOSE**

This Board Action Report allows the School Board to establish the dates for when the school year starts and ends, which is required by state law. In addition, the development of the school year calendar is subject to bargaining with unions and certain calendar rules are outlined in the 2015-18 Seattle Education Association (SEA) Certificated Agreement.

### **3. RECOMMENDED MOTION**

I move that the School Board approve the 2017-18 School Year Calendar as attached to the Board Action Report.

### **4. BACKGROUND INFORMATION**

#### **a. Background**

The 2015 – 2018 collective bargaining agreement between Seattle Public schools and the Seattle Education Association included new provisions regarding the student day and several specific elements of teacher time. The first added 20 minutes per day to the student instructional day to support core content without lengthening the certificated staff workday. The second called for the scheduling of weekly early dismissal or late start to provide for “professional collaborative time, common planning time, and technological proficiency.” The details of how the district would implement these provisions were to be worked out through interest-based negotiations between the District and the Seattle Education Association. Those negotiations resulted in the attached calendar which provides that on each Wednesday, except the first day of school, students will be dismissed 75 minutes early to accommodate teacher planning, collaboration and professional development. Collaborative and/or common planning time is also being in or braided into the teacher workday. The certificated staff workday will remain at 7 ½ (7.5) hours.

The District has an affirmative obligation under its Collective Bargaining Agreement with the SEA certificated unit to bargain the school calendar. The District is required to bargain the

calendar with other school peer represented employees. As outlined in the 2015-2018 Collective Bargaining Agreement, the calendar adheres to the following rules:

- a. First day of school. The first Wednesday in September.
- b. State In-Service Day. As recognized by the State and typically the second Friday in October.
- c. Winter Break. At least ten weekdays, ending after New Year's Day. If New Year's Day falls or is observed on a Monday, students will return to school on the next day (Tuesday).
- d. Mid-Winter Break. President's Day and the following four workdays.
- e. Spring Break. Five days starting the second Monday in April.
- f. Snow Make-Up Days. At least three snow days shall be scheduled, including the day between semesters, and the first two days following the last day of school in June.
- g. Holidays. Labor Day (when school begins before this day in September), Veteran's Day (November), Thanksgiving Day (November), the day after Thanksgiving (November), Martin Luther King JR. Day (January), President's Day (February), and Memorial Day (May).
- h. TRI Days. The four days immediately preceding the start of school, except for the Friday before Labor Day.
- i. November. Three consecutive days for Elementary and K-8 conferences immediately preceding Thanksgiving Day, subject to State Board approval.

Labor and Employee Relations staff invited representatives from all fourteen (14) collective bargaining groups to review the 2017-18 calendar. The Seattle Education Association (SEA) agreed to the calendar and no bargaining group has raised concerns or objections.

**b. Alternatives**

Not approve the calendar. This is not recommended as the 2017-18 Academic calendar must be set and any alternative calendar would require the District to re-bargain with the Unions.

**c. Research**

NA

**5. FISCAL IMPACT/REVENUE SOURCE**

Fiscal impact to this action will be minimal.

The revenue source for this motion is N/A.

Expenditure:  One-time  Annual  Multi-Year  N/A

Revenue:  One-time  Annual  Multi-Year  N/A

**6. COMMUNITY ENGAGEMENT**

With guidance from the District's Community Engagement tool, this action was determined to merit the following tier of community engagement:

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

The matter of the academic year calendar is primarily a subject of negotiations with SEA. Therefore, there is limited direct community engagement on the subject.

**7. EQUITY ANALYSIS**

This calendar incorporates additional student early release time that allows for more teacher collaboration time to address school improvement plans and work on ending opportunity gaps.

**8. STUDENT BENEFIT**

Adoption of the calendar for the 2017-18 school year will allow for the development of individual school schedules for students and families, and to plan for and schedule family activities outside of school time.

**9. WHY BOARD ACTION IS NECESSARY**

Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)

Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)

Adopting, amending, or repealing a Board policy

Formally accepting the completion of a public works project and closing out the contract

Legal requirement for the School Board to take action on this matter  
Under RCW 28A.330.100 the Board is to “fix the time for annual opening and closing of schools and for the daily dismissal of pupils before the regular time for closing schools.”

Board Policy No. \_\_\_\_\_, [TITLE], provides the Board shall approve this item

Other: The development of the school year calendar is subject to bargaining with unions and calendar rules in the 2015-18 Seattle Education Association (SEA) Certificated Agreement are being implemented.

**10. POLICY IMPLICATION**

Per Board Policy No. 5020, agreements resulting from Collective Bargaining, are approved by the Board. The school calendar is collectively bargained with interested unions and the resulting

agreement is presented to the Board for approval pursuant to RCW 28A.330.100. Further, the 2017-18 school year calendar will promote continuity of instruction.

**11. BOARD COMMITTEE RECOMMENDATION**

This motion was discussed at the Executive Committee meeting on May 4, 2017. The Committee reviewed the motion and moved the item forward for consideration by the full Board.

**12. TIMELINE FOR IMPLEMENTATION**

Upon approval of this motion the adoption of the calendar for the 2017-18 school year will allow for the development of individual school schedules and courses; the District to begin staffing for the upcoming school year; enable the District to schedule future professional development; allows persons and organizations providing supporting services to plan and schedule their services; and allow families and staff members to schedule family activities outside of school time.

**13. ATTACHMENTS**

- 2017-18 School Year Calendar (for approval)

# 2017-18 SCHOOL CALENDAR

**DRAFT**



SEPTEMBER 2017							
	Su	M	T	W	T	F	S
8/29, 8/30 & 8/31	TRI Days (1, 2 & 3 of 5)						
9/1		28	29	30	31	1	2
9/4	3	4	5	6	7	8	9
9/5	10	11	12	13	14	15	16
9/6	17	18	19	20	21	22	23
	24	25	26	27	28	29	30

FEBRUARY 2018							
	Su	M	T	W	T	F	S
2/19	Holiday - Presidents' Day						
2/20-2/23	Mid-Winter Break						
					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			

OCTOBER 2017							
	Su	M	T	W	T	F	S
10/13	State In-Service Day - TRI Day (5 of 5)						
	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 2018							
	Su	M	T	W	T	F	S
					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

NOVEMBER 2017							
	Su	M	T	W	T	F	S
11/10	Holiday - Veterans' Day						
11/20 - 11/22	Elementary Conference Days						
11/22	1 hr early dismissal prior to holiday						
11/23 & 11/24	Holiday - Thanksgiving						
	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 2018							
	Su	M	T	W	T	F	S
4/9-4/13	Spring Break						
	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					

DECEMBER 2017							
	Su	M	T	W	T	F	S
12/15	1 hr early dismissal prior to holiday						
12/18 - 1/1	Winter Break						
						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 2018							
	Su	M	T	W	T	F	S
5/28	Holiday - Memorial Day						
			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 2018							
	Su	M	T	W	T	F	S
1/1	Holiday - New Year's Day						
1/15	Holiday - Martin Luther King, Jr. Day						
1/31	Day Between Semesters						
1/31	Snow Makeup Day (1 of 3)						
	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			

JUNE 2018							
	Su	M	T	W	T	F	S
6/22	Last Day of School for Students and Teachers						
6/25	Snow Makeup Day (2 of 3)						
6/26	Snow Makeup Day (3 of 3)						
						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

	Teachers	TRI	Student	Collab.
August		3		
September	18	1	18	3
October	21	1	21	4
November	19		19	5
December	11		11	2
January	20		20	4
February	15		15	3
March	22		22	4
April	16		16	3
May	22		22	5
June	16		16	3
	180	5	180	36

75 Minute Early Dismissal  
 All Schools Closed