

To: Concord School Committee
Concord-Carlisle School Committee

Date: September 15, 2015

Subject: Report of the 2015 Joint Calendar Advisory Committee of the Concord and Concord-Carlisle School Committees

The 2015 Joint Calendar Advisory Committee respectfully submits the attached report of its activities from April through September 2015, and its recommendations to the School Committees.

Kathleen Snook, Concord and Concord-Carlisle School Committees, Chair

Kristin Johnson, Parent, Vice-Chair

Members:

Christine Ayotte-Brennan, Parent
Seeta Durvasula, Teacher
Nancy Cowan, Parent
Linda Finnerty, Teacher
Kristin Johnson, Parent
James Lin, Administrator
Kelly McCausland, Administrator
Nora Murphy, Teacher
Lindsey Parker, Parent
Kathleen Snook, School Committee
Iolanda Volpe, Teacher
Liz Gray, Carlisle Teacher (non-voting member)

Report of the 2015 Joint Calendar Advisory Committee of the Concord and Concord-Carlisle School Committees

ABSTRACT

The Joint Calendar Advisory Committee met seven times over several months to examine school calendar issues. We understood that the Districts' Calendar Committee had asked the School Committee to further review school attendance on Religious Holidays. The Advisory Committee's charge expanded our review to provide recommendations "to guide the establishment of future school calendars."

In our initial discussions we recognized an overall goal of making calendar recommendations that would provide support to teachers in terms of traction with their students and to students in terms of continuity of learning. Our research led us to focus our work on three possible aspects of the calendar that impacted our goal: beginning-of-the-year school start date, observance of Religious holidays, and school vacation weeks.

Our major recommendation is that the Concord Public Schools (CPS) and the Concord-Carlisle Regional School District (CCRS) eliminate the observance of Religious holidays as no-school days. We have included additional information gleaned from our work, as well as several other minor recommendations.

REPORT

1. Meetings. The 2015 Joint Calendar Advisory of the Concord and Concord-Carlisle School Committees met on April 7, April 28, May 12, June 2, September 8 and September 15, 2015.

2. Overview. In accordance with the Guidelines provided by the Concord and Concord-Carlisle School Committees (Attachment A), we:

a. elected parent Kristin Johnson as our Co-Chair and determined to have a rotating secretary to take notes at each meeting. The Chair, Kathleen Snook, agreed to compile the notes into meeting minutes.

b. looked solely at matters related to the Concord Public Schools (CPS) and the Concord-Carlisle Regional School District (CCRS) school calendars. These matters included starting and ending dates, religious holidays and school vacation days.

c. familiarized ourselves with Massachusetts General Laws with regard to school calendars and attendance. This included the required number of days of student attendance, as well as the number of required student-contact hours in addition to required state and federal holidays. (Attachment B)

d. familiarized ourselves with contractual agreements with the Concord Teachers Association (CTA) and the Concord-Carlisle Teachers Association (CCTA). (Attachment C)

e. researched school calendars and policies from other like Massachusetts school districts. Our comparisons included looking at starting and ending dates, observance of religious holidays and vacation weeks. We also looked at policies within these districts related to the calendar.

f. developed web-based surveys to gather appropriate data from parents, staff and students. We administered the surveys in late May-early June. (Attachment D)

g. reached out to other constituents within the community.

h. worked under the provisions of the Open Meeting Law.

i. provided an in-progress review at the June Joint School Committee meeting.

3. 2015 Calendar Survey and Results.

a. We developed three versions of a web-based survey. The differences in the surveys divided demographically parents, staff and student groups. (Attachment D)

- Parents by CPS, CCRSD, CPS & CCRSD
- Staff by CPS, CCRSD, CPS & CCRSD and also by Educator, 10-Month Staff, 12-Month Staff, Administrator
- Students by Class affiliation

b. Response Rates.

i. Parents – 1602 (sent 3805 emails). Although we know that we sent multiple emails to the same household, most parents we've spoken to indicated that only one parent responded for the household. The rate of 27.9% returns to emails sent is most likely conservative in terms of households responding. There are 2087 unique households and so, with 1062 responses, 50% is perhaps a slightly high estimate of the response rate.

ii. Students – 257 (sent 1255 emails). This represents a 20.5% response. Students were thoughtful in their responses. As the Seniors were ending school at the time of the survey the majority of responses came from Freshmen (35.8%), Sophomores (30.74%) and Juniors (24.9%).

iii. Staff – 165 (sent 681 emails). Within a short time after releasing survey, we received a request from the CCTA through its President to remove the survey, as the unit perceived it to violate labor law in addressing hours, wages and working conditions. The Advisory Committee agreed to remove the question about the start date of school due to that being an item in the current teacher contracts. We retained all other questions. Some teachers chose to provide responses through the CTA and the CCTA versus responding to the emailed survey. The CTA and CCTA collected their own data that we have included in this report.

c. Results of the Survey. Full results of all three versions of the survey, as well as input from the CTA and CCTA are found at Attachments E, F, G, H and I. The following is a snapshot of the results:

I. In terms of the School Calendar, please indicate your preference to the choices provided. I prefer to:

	Parent n = 1062	Staff n = 165	Student n = 257
Start the school year the last week in August and end school earlier in June.	50.56%	--	54.09%
Start the school year the first week of September and end school later in June.	49.44%	--	45.91%

Note: This question was removed for Staff as it is an item in the CCTA and CTA contracts.

II. MA schools may not be in session on federal and state holidays: Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day, Christmas Day, New Years’ Day, Martin Luther King Day, Presidents’ Day, Memorial Day, Patriots’ Day.* I prefer to:

	Parent n = 1062	Staff n = 165	CTA	Student n = 257
Implement a practice of only observing federal and state mandated holidays* as non-school days. Students observing a religious holiday will receive an excused absence.	79.47%	66.67%	66%	29.57%
Maintain our current practice of non-school days on federal and state mandated holidays*, as well as Rosh Hashanah, Yom Kippur and Good Friday.	20.53%	33.33%	34%	70.43%

III. I prefer to:

	Parent n = 1062	Staff n = 165	CTA	CCTA (86%)	Student n = 257
Have one vacation week in March in lieu of the current practice of a week in February and a week in April. Presidents’ Day and Patriots’ Day weekends will continue to be observed.	59.42%	36.36%	17%	16%	18.68%
Keep the current school vacation schedule of February and April school vacation weeks in conjunction with Presidents’ Day and Patriots’ Day.	40.58%	63.64%	83%	80%	81.32%

IV. In the last two years, the last student day has been June 27th. An earlier last day of school/end of school year in June is important to me.

	Parent n = 1062	Staff n = 165	CTA	Student n = 257
Yes	65.07%	73.33%	majority	72.76%
No	34.93%	26.67%		27.24%

V. Please rank in order of preference the following calendar option (1 as most preferable and 4 as least preferable). You can drag and drop the questions to the order that you prefer.

*Note: Some survey respondents indicated they had difficulty with the auto-sort feature of this question and so their final order may not be accurately reflected in the results.

Ranked	1 st or 2 nd	%		
	August Start	No Rel Holidays	One Vaca Week	No Changes
Parents (1062)	48.5%	77%	46%	28%
Staff* (165)	--	73%	24%	35%
Students (257)	66%	54%	20%	70%

4. Discussion and Recommendations.

a. Specific Calendar Issues

i. Religious Holidays

There was consensus among the three web-based survey groups, as well as within feedback sent by the CTA and CCTA that school should remain in session on Religious holidays. The major reason stated in the comments was that our schools have too many days off. Additional reasons addressed religious equity, personal choice and separation of church and state. There was some concern about ensuring the excused absence policy would be in effect on these days.

Recommendation: The Calendar Advisory Committee recommends that CPS and CCRSD observe federal and state holidays as our only required non-school days: Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day, Christmas Day, New Years’ Day, Martin Luther King Day, Presidents’ Day, Memorial Day, Patriots’ Day.

ii. Two vs. One Vacation Week

The responses with respect to the question of two versus one-week vacation do not demonstrate consensus. Parents voiced strong support (59%) for moving to a one-week vacation schedule, but the CCTA (80%) and CTA (83%) voiced support for retaining the current two-week vacation model.

About 11% of parents provided comments at the end of the survey on this question. Among those who preferred one vacation week, the two most frequent concerns mentioned were traction or flow of the school curriculum and having a longer summer. Of those who preferred two weeks, the strongest concern was that students get enough rest during the school year. Comments received from staff were too few to indicate strong trends among responses.

Research conducted by the Advisory Committee identified questions to consider in weighing two vs. one vacation week. These include:

- maximizing traction and student learning
- need for students to recharge
- effect on the timing of the last day of school
- coordination with peer schools, including athletics and extracurriculars
- coordination with state testing
- ensuring that all students, regardless of participation in athletics or other extracurriculars, have the benefit of a vacation
- ensuring that teachers have needed time to catch up on planning, correcting student papers, and other activities to support their classes.
- vacation scheduling concerns for working parents
- vacation scheduling concerns for teachers with children attending schools in other districts
- sensitivity to the Carlisle Public Schools calendar

Massachusetts DESE has encouraged districts to consider adopting a one-week vacation in March instead of week-long vacations in February and April. Discussion amongst peer school superintendents might lead to more success in adopting any future changes.

Recommendation: This Advisory Committee respectfully encourages the School Committee to authorize continuation of the Calendar Advisory Committee to explore these questions and any change in vacation weeks in the future. Have Superintendent discuss this among peer school Superintendents.

iii. Start of School

As the start of school date is an item in our collective bargaining agreement with teachers in the CTA and CCTA, only parents and students responded to this question. There is no agreement on whether to start in late August or early September. There is an interesting phenomenon in viewing Labor Day and not September 1st as the end of the summer and some parents reflected this in their comments. The data showed 65% of the parents, 73% of staff web-based respondents, the majority of CTA respondents and 73% of the students indicated that an earlier last day of school/end of school in June is important.

As Labor Day can occur between September 1 and September 7, beginning school after Labor Day can cause large fluctuations in the end of school date. The Advisory Committee recognizes a need to target the final few days of August and first few days of September as start dates to assist in ending school earlier in June. Below is the matrix of the school start dates negotiated in the last CCTA (CCRS) contract. This matrix is under consideration in the current negotiations ongoing with the CTA (CPS).

23.2. The beginning of school for teachers shall occur no earlier than the dates specified on the following chart:

Labor Day Date	Earliest School Start Date For Teachers
1-Sep	Mon, 25 Aug
2-Sep	Mon, 26 Aug
3-Sep	Mon, 27 Aug
4-Sep	Mon, 28 Aug
5-Sep	Thur, 25 Aug
6-Sep	Thur, 26 Aug
7-Sep	Thur, 27 Aug

NOTE: This is the start date for teachers and so students would start 2 week days after the date shown.

b. Policies and Practices

i. Educating Constituents on School Calendar Requirements

Survey data revealed potential confusion regarding the required number of school days and student instructional hours. Currently, state law requires public school students to attend school for a minimum of one hundred and eighty (180) days. The state also requires that students in grades K-8 have 900 instructional hours (exclusive of recess, lunch, etc.) and students in grades 9-12 have 990 hours.

In Concord and Concord-Carlisle, students attend the minimum required of 180 days. School districts must also schedule five emergency days beyond the 180-day requirement. Our students also meet the required 900 and 990 instructional hours, respectively.

While we could increase hours within individual school days it does not mitigate the requirement for 180 school days. The school districts must meet the minimum hour requirements (900/990), as well as the minimum requirement of 180 school days.

Recommendation: The School Committees, Superintendent, and each school’s administration create opportunities to inform parents on instructional and school day requirements.

ii. Communication.

As the School Committee begins to make changes to calendar practices, we would encourage greater and more timely communication with parents. Our survey results reflected a strong desire by parents to be notified earlier of both changes in the calendar and the final calendar.

Recommendation: The School Committees widely disseminate through various means any changes to the calendar and the final approved calendar. Additionally, the School Committees should recognize and use the CPS Parent-Teacher Groups and the High School’s Parent Association as viable avenues for communication of calendar information to parents.

iii. Excused Absences

With the recommendation of the elimination of Religious Holidays, the Advisory Committee recognizes that students should receive excused absences if they choose to observe major religious and cultural holidays. These absences should be without prejudice. The Advisory Committee recognizes that policies and School Handbooks may need to be updated. Updating the policy/handbooks to incorporate excused absences for these holidays would eliminate the need for school-wide “No Homework” night(s) for these days.

Recommendation: The School Committees review Policy JH that addresses excused absences, as well as School Handbooks, to ensure that absences for major religious and cultural holidays occur without prejudice. Students celebrating these holidays should request an excused absence in advance (perhaps 2-weeks). Teachers should provide time commensurate to the absence for the student to make up missed work.

iv. Honoring the Calendar

In discussing an emphasis on creating a calendar that looks at traction in learning, the members of the Advisory Committee agreed that honoring the school calendar needs to be stressed upon the parent community. Voluntary absences from school have a negative impact on a child’s motivation and allegiance to the value of school, thus affecting their traction in learning.

The School Committee’s Policy (JH) clearly states, “Regular and punctual school attendance is essential for success in school. The Committee recognizes that parents of children attending our schools have special rights as well as responsibilities, one of which is to ensure that their children attend school regularly, in accordance with state law.”

Extended vacations, outside of those defined by our school calendar, disrupt cohesive learning for all students and have created a need for additional instructional time for those students that have voluntarily missed school. For example, at Concord Middle School, on the Friday before the April and February vacations over the last two years, the rate of student absences ranged between 8-12%.

Recommendation: The School Committees communicate a consistent policy for handling excused and unexcused absences and support educators in enforcing this policy K-12 to minimize disruptions for learning time.

C. Areas For Further Study

Several topics arose in the Comments section of the survey beyond the scope of the Advisory Committee. We have included several in this section.

i. High School Start time

The Advisory Committee received several survey comments suggesting a later start time for the high school. The latest research into adolescent sleep cycles indicates they are biologically wired to stay up later and wake later in the day. Their morning learning capacity at this stage of life is diminished. We recommend that the School Committee study the possibility of a later start time at the high school.

ii. Virtual Snow Days

With regard to snow days, we recommend the School Committee investigate ways to continue teaching and learning when schools are closed due to snow. This might include strategies such as use of the Internet for remote teaching and “snow bags” students can bring home the night before a likely snow day. The “bag” would include learning activities that can be done at home.

iii. Early Release Days.

The Calendar survey indicated that parents would like to have consistency and regularity with regard to early release days. Some CPS parents also misunderstood the relationship between early release days and the 180-day and 900-hour requirements. Communicating information about the calendar and the required days and hours is discussed above.

iv. Coordination with the Carlisle Public School system

Approximately 25% of CCHS is made up of students from Carlisle. As Concord parents with children at Concord Public School and Concord Carlisle High School would prefer the two calendars be as similar as possible, the same is true for Carlisle parents with children in Carlisle Public School and Concord Carlisle High School. The Advisory Committee recommends that the School Committees liaison with Carlisle in calendar planning whenever possible. For example, a Carlisle teacher could be a liaison to the Districts’ Calendar Committee and visa versa.

Attachments:

- A – Guidelines for the 2015 Joint Calendar Advisory Committee – Page 9
- B – Education Laws and Regulations – Page 10
- C – CTA and CCTA Contract Calendar Clauses – Page 10
- D – Calendar Survey – Pages 12-14
- E – Parent Survey Results (separate)
- F – Staff Survey Results (separate)
- G – Student Survey Results (separate)
- H – CTA Survey – Pages 16-17
- I – CCTA Survey – Page 18

**2015 Joint Calendar Advisory Committee
of the Concord and Concord-Carlisle School Committees**

1. The Concord School Committee and the Concord-Carlisle School Committee create the 2015 Joint Calendar Advisory Committee with the following committee guidance.

a. The School Committees appoint eleven members to serve from March through October 2015. The membership will include one member from the School Committee who will serve as Chair, two CPS parents, one Concord and one Carlisle CCRSD parent, one CPS faculty/staff member, one CCRSD faculty/staff member, one CTA leader, one CCTA leader and two administrators.

b. The School Committees charge the Advisory Committee to provide the School Committees with recommendations to guide the establishment of future school calendars along with rationale to support those recommendations.

c. Meetings will be held at the Ripley Building from 4-6 pm on Tuesdays April 7 & 28, May 12 and June 2, 2015.

2. In order to complete their charge, the Calendar Advisory Committee should:

- a. Elect a Co-Chair and Secretary at the first meeting.
- b. Concern itself solely with matters related to the CPS and CCRSD school calendars to include starting and ending dates, religious holidays, and school vacation days.
- c. Become familiar with Massachusetts General Law with regard to school calendars and school attendance requirements.
- d. Become familiar with the applicable sections of the District's contractual agreements with the Concord Teacher Association and Concord-Carlisle Teacher Association regarding the calendar.
- e. Research school calendars and calendar policies from other like Massachusetts's schools.
- f. Gather appropriate data from District constituents to include students, parents, faculty, staff, and administrators.
- g. Contact and speak with other constituents as appropriate.
- h. Conduct other activities as the Committee determines necessary to meet its charge.

3. The School Committee will provide a meeting location and administrative support as requested.

4. The School Committee requires an in-progress review in June 2015 and a final written report and presentation of recommendations in October 2015.

5. The Advisory Committee will provide information to the School Committee during open and public meetings. The School Committee Chairs will approve any release of information to the media/press.

6. The Advisory Committee and its work is subject to the provisions of the Open Meeting Law (MGL 30A, Sections 18-25).

7. District policies BDF and KCB apply to this Advisory Committee (attached).

Education Laws and Regulations

603 CMR 27.00: Student Learning Time

27.03: School Year Requirements

(1) Prior to the beginning of each school year, every school committee shall establish school year schedules for each of the public schools under its supervision and control, based on the particular learning needs of students within each school. In determining the school year schedule for each school, the school committee shall be guided by the student learning time plan recommended by the school council for each school, and shall attempt to maximize high quality teaching, learning, and professional development opportunities.

(2) Every school committee shall schedule a school year which includes at least 185 school days at each elementary, middle, and secondary school within the school district.

(3) Every school committee shall operate the schools within its district at least 180 school days in a school year.

(4) School committees are encouraged to exceed the minimum number of school days wherever possible, and to offer extended day and extended year programs that expand student learning opportunities.

(5) A school committee may establish a separate school year and school day schedule for kindergarten programs which it maintains pursuant to the Board of Education Regulations for Kindergarten (603 CMR 8.00), so long as it provides a minimum of 425 annual hours of structured learning time. In those school districts which schedule two sessions of kindergarten daily, the school committee shall adopt a schedule for its kindergarten programs which ensures equal instructional time for all kindergarten students.

27.04: Structured Learning Time Requirements

(1) No later than the 1997 - 1998 school year, schools shall ensure that every elementary school student is scheduled to receive a minimum of 900 hours per school year of structured learning time, as defined in 603 CMR 27.02. Time which a student spends at school breakfast and lunch, passing between classes, in homeroom, at recess, in non-directed study periods, receiving school services, and participating in optional school programs shall not count toward meeting the minimum structured learning time requirement for that student.

(2) No later than the 1997 - 1998 school year, all schools shall ensure that every secondary school student is scheduled to receive a minimum of 990 hours per school year of structured learning time, as defined in 603 CMR 27.02. Time which a student spends at school breakfast and lunch, passing between classes, in homeroom, at recess, in non-directed study periods, receiving school services, and participating in optional school programs shall not count toward meeting the minimum structured learning time requirement for that student.

Concord Public Schools CTA (ARTICLE 21) and Concord-Carlisle Regional School District CCTA (ARTICLE 23) Contract Calendar Clauses

**ARTICLE 21
SCHOOL CALENDAR**

The Calendar Committee will be comprised of representatives of the Association and representatives of the School Committee and these two (2) parties will perform the following functions:

- 21.1.** The representatives will develop the calendar through a series of joint meetings.
- 21.2.** After tentative agreement has been reached, Association representatives will determine if the proposed calendar has the support of a majority of the members of the Concord Teachers' Association.
- 21.3.** If mutual agreement exists, the calendar proposal will be forwarded to the School Committee for consideration. In the event mutual agreement cannot be reached, Association representatives and School Committee representatives will each present their recommendations for a workable calendar to the School Committee.
- 21.4.** The final decision will rest with the School Committee.
- 21.5.** The beginning of school shall not occur before September 1 except by mutual consent of the Association President and the Superintendent.

**ARTICLE 23
SCHOOL CALENDAR**

23.1. The Calendar Committee will be comprised of representatives of the Association and representatives of the School Committee and these two parties will perform the following functions:

- 23.1.1. The representatives will develop the calendar through a series of joint meetings.
- 23.1.2. After tentative agreement has been reached, Association representatives will determine if the proposed calendar has the support of a majority of the members of the Concord-Carlisle Teachers' Association.
- 23.1.3. If mutual agreement exists, the calendar proposal will be forwarded to the School Committee for consideration. In the event mutual agreement cannot be reached, Association representatives and School Committee representatives will each present their recommendations for a workable calendar to the School Committee.
- 23.1.4. The final decision will rest with the School Committee.

23.2. The beginning of school for teachers shall occur no earlier than the dates specified on the following chart:

Labor Day Date	Earliest School Start Date For Teachers
1-Sep	Mon, 25 Aug
2-Sep	Mon, 26 Aug
3-Sep	Mon, 27 Aug
4-Sep	Mon, 28 Aug
5-Sep	Thur, 25 Aug
6 Sep	Thur, 26 Aug
7 Sep	Thur, 27 Aug

Calendar Survey

Dear _____ :

The School Committees recently established the 2015 Joint Calendar Advisory Committee* to provide recommendations to inform future school calendar development. The Committee identified its primary goal as investigating calendar options that support continuity of student learning.

The Committee is soliciting comments from staff, parents, and students on options that may affect calendar recommendations to include:

- Start of school date
- Holiday observances
- School vacations

We appreciate your response to a few survey questions about our typical school-year calendar.

This survey will remain open until 06/01/15. Thank you for your feedback

The Calendar Advisory Committee

* The Calendar Advisory Committee members include CPS and CCRSD parents, teachers at both CPS (K-8) and CCRSD (9-12), Administrators and a School Committee representative. The Committee includes representation from both Concord and Carlisle.

Parent Demographic:

1. As the calendar impacts different groups of parents in different ways, please choose your affiliation.

- a. Concord Public School (CPS preK-8) parent
- b. Concord-Carlisle High School (CCHS 9-12) parent
- c. Both CPS and CCHS parent

Staff Demographic:

1. As the calendar impacts different groups of staff in different ways, please choose your affiliation and role.

- A. Which best describes your affiliation?
- a. Concord Public Schools (preK-8)
 - b. Concord-Carlisle Regional School District (9-12)
 - c. Both a. and b.

B. What best describes your current role?

- a. Educator (classroom teacher, SPED, guidance)
- b. 10 Month Support Staff (tutors, aides, food service workers, bus drivers)
- c. 12 Month Support Staff (Ripley staff, building service workers)
- d. Administrator

Student Demographic:

1. As the calendar impacts different groups of students in different ways, please choose your Class affiliation at CCHS:

- a. Class of 2018
- b. Class of 2017
- c. Class of 2016
- d. Class of 2015
- e. Post-Grad

Survey Items:

In terms of the School Calendar, please indicate your preferences to the choices provided.

2. I prefer to:

- a. Start the school year the last week in August and end school earlier in June.
- b. Start the school year the first week of September and end school later in June.

Comment Box:

3. MA schools may not be in session on federal and state holidays: Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day, New Years' Day, Martin Luther King Day, Presidents' Day, Memorial Day, Patriots' Day.* I prefer to:

- a. Implement a practice of only observing federal and state mandated holidays* as non-school days. Students observing a religious holiday will receive an excused absence.
- b. Maintain our current practice of non-school days on federal and state mandated holidays*, as well as Rosh Hashanah, Yom Kippur and Good Friday.

Comment Box:

4. I prefer to:

- a. Have one vacation week in March in lieu of the current practice of a week in February and a week in April. Presidents' Day and Patriots' Day weekends will continue to be observed.

b. Keep the current school vacation schedule of February and April school vacation weeks in conjunction with Presidents' Day and Patriots' Day.

Comment Box:

5. In the last two years, the last student day has been June 27th. An earlier last day of school/end of school year in June is important to me.

a. Yes

b. No

Comment Box:

6. Please rank in priority order the following calendar options (1 as most important and 4 as least important).

a. Start school the last the week of August.

b. Only observe legal Federal and State holidays*.

c. Schedule one vacation week in March in lieu of February and April vacation weeks.

d. No change in current calendar practices.

Comment Box:

7. Please provide any additional comments.

Comment Box:

PARENT CALENDAR SURVEY RESULTS

ATTACHMENT E

STAFF CALENDAR SURVEY RESULTS

ATTACHMENT F

STUDENT CALENDAR SURVEY RESULTS

ATTACHMENT G

CTA (CONCORD TEACHERS' ASSOCIATION) SURVEY

An internal survey of CTA members was conducted regarding the school year calendar. The same questions were used as the original survey created and implemented by the Calendar Advisory Committee in May.

There were three differences from the original attempt by the Committee:

- A) The email with the survey link contained the context for the questions based on the CTA representative's notes.
- B) The email included an attachment of the visual graphic created by a Committee member to help explain the March option.
- C) The first question was slightly modified since only CTA members received this survey.

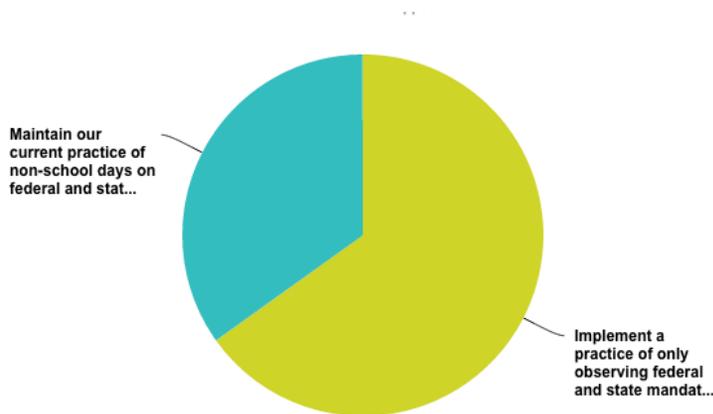
Question One:

The respondents were CTA educators.

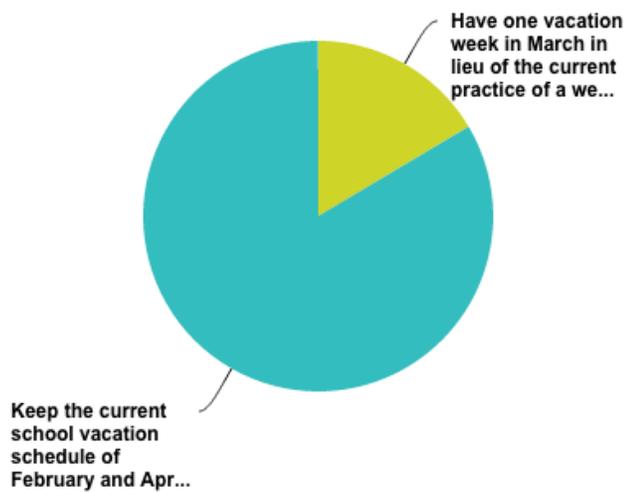
Question Two:

Preferences on the start of the school year can be discussed at contract negotiations this year.

Question Three: The majority preferred implementing a practice of only observing federal and state mandated holidays. Please see Excel spreadsheet for comments attached to this question.



Question Four: The majority preferred to maintain the two vacation weeks in rather than one week in March. Please see Excel spreadsheet for comments attached to this question.



Question Five:

The vast majority of educators would like to get out earlier in June.

Question Six:

When ranking the four options, “one vacation week in March” was ranked the lowest by a large margin.

Question Seven:

Please see Excel spreadsheet for comments attached to this question.

ATTACHMENT I

CCTA (CONCORD CARLISLE TEACHERS' ASSOCIATION) SURVEY

Information provided by CCTA President on June 18, 2015.

Members of the Bargaining Unit polled week of June 14, 2015.

Participated: 86%

With regard to One vs. Two Week Vacation:

-80% preferred a week vacation in February and a week vacation in April (status quo)

-16% preferred a single week off in March

-4% had no preference

Responses were consistent across all departments.