



**STATE OF HAWAII
DEPARTMENT OF EDUCATION**
P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF HUMAN RESOURCES

December 2, 2014

TO: The Honorable Donald G. Horner, Chairperson
Hawaii Board of Education

FROM: Kathryn S. Matayoshi
Superintendent

SUBJECT: **Discussion/Recommendation for Board Action on the School Year (SY) 2015-2016
School Calendar**

1. RECOMMENDATION

It is recommended that the Hawaii State Board of Education (Board) take action to adopt the attached proposed school calendar for use in SY 2015-2016 on the December 2, 2014 General Business Meeting, after discussion and support from the Student Achievement Committee on the same day.

2. RECOMMENDED EFFECTIVE DATE

SY 2015-2016

3. RECOMMENDED COMPLIANCE DATE

Upon Board approval.

4. DISCUSSION

a. Conditions leading to the recommendation

(i) The proposed calendar deviates from the model used last year. First, the proposed single school calendar, applicable to all public schools except multi-track schools and charter schools, reflects a Monday start date for students. This change is supported by an analysis of attendance data from the past four years, which showed that an additional 5,000 students were absent on the first day of school, when that day falls on a Friday versus a Monday. A similar trend continues throughout the school year, which is why the proposed calendar focuses on maintaining full, five-day, instructional weeks.

(ii) Second, the proposed calendar reinstates a two-week winter break in order to support student learning and to address scheduling the last day of school. Research suggests that students suffer learning loss during prolonged absences from school. In addition, shifting to a two-week break

means the last day of school for students falls before Memorial Day versus requiring students to return to school for 1-2 days after Memorial Day.

(iii)The proposed calendar meets the requirements of 180 days of student instruction pursuant to Act 167, as amended by Act 52, and codified in HRS §302A-251. It also maintains the 190 work days for teachers (189 actual work days plus one equivalent day [6 hours] contiguous to the work day).

b. Previous action of the Board on the same or similar matter

School calendars from previous years.

c. Other policies affected

None.

d. Arguments in support of the recommendation

- This change is supported by an analysis of attendance data from the past four years, which showed that an additional 5,000 students were absent on the first day of school, when that day falls on a Friday versus a Monday. A similar trend continues throughout the school year, which is why the proposed calendar focuses on maintaining full, five-day, instructional weeks.
- The length of the semester days for students is balanced with 89 days in the first semester and 93 in the second semester, which is especially important for secondary schools that may have semester long classes.
- The proposed calendar should not have a negative impact on summer school schedules.
- Research supports shorter interruptions in learning to prevent learning loss.
- The Department, through a Superintendent directed workgroup, is exploring options for starting the school year later in future years in order to avoid the very hot days in late July and early August. However, to do so will require extensive planning and analysis to address the many complicated personnel issues associated with making significant changes to the school calendar. For example, the current HSTA Agreement requires the 10-month teacher work year to end before Kamehameha Day. In addition, modification to the pay periods and the date upon when the first paycheck of the school year is received by 10-month employees may need to occur, in consultation with the unions, given the statutory requirement that all employees receive 24 pay checks reflecting 1/24th of annual salary over the course of the work year. Once the workgroup has completed its analysis and made recommendation, the Department will report to the Board with further suggestions.

e. Arguments against the recommendation

- Teachers may prefer a three-week winter break.

f. Findings and conclusion of the Board committee

Not applicable.

g. Other agencies or departments of the State involved in the action

There are no other agencies or departments involved in this action.

h. Possible reaction of the public, professional organizations, unions, Department of Education staff and/or others to the recommendations

HSTA provided proposed alternative recommendations to the proposed calendar. The most recent alternate is attached to this memo as an addendum. The Department is concerned that the HSTA proposal starts school for students mid-week, which the data demonstrate will result in increased student absences. The Department is also concerned that the lengthened vacations will contribute to learning loss.

HGEA has not provided comments at this time.

i. Educational implication

None identified at this time.

j. Personnel implications

There are no known personnel implications. Hawaii Government Employees Association and HSTA have been provided copies of the recommended calendar. Consideration will be given to all issues, concerns and suggestions.

k. Facilities implications

None.

l. Financial implications

None identified.

5. OTHER SUPPLEMENTARY RECOMMENDATIONS

None.

KSM:AA:ms

Attachment

c: Office of Human Resources

State of Hawaii – Department of Education 2015-2016 OFFICIAL SCHOOL CALENDAR

Teachers' Work Year - 1st Semester: July 28, 2015 to January 4*, 2016; 2nd Semester: January 5, 2016 to May 26, 2016

Students' Work Year - 1st Semester: August 3, 2015 to December 18, 2015; 2nd Semester: January 5, 2016 to May 25, 2016

Week	Student	Teacher		Su	M	T	W	Th	F	Sa	
Days	Days	Days	July	19	20	21	22	23	24	25	1st SEMESTER - 89 Student Days
1	0	4		26	27	28	29	30	31	1	July 28 - First Day for Teachers
2	5	9		2	3	4	5	6	7	8	Aug 3 - First day for Students
3	10	14		9	10	11	12	13	14	15	
4	14	18	August	16	17	18	19	20	21	22	Aug 21 - Statehood Day
5	19	23		23	24	25	26	27	28	29	CONFIDENTIAL DRAFT
6	24	28		30	31	1	2	3	4	5	
7	28	32		6	7	8	9	10	11	12	Sep 7 - Labor Day
8	33	37	September	13	14	15	16	17	18	19	
9	38	42		20	21	22	23	24	25	26	
10	43	47		27	28	29	30	1	2	3	Ist Qtr (43 days) Ends - Oct. 2
11				4	5	6	7	8	9	10	Oct. 5-9 - Fall Break***
12	47	52		11	12	13	14	15	16	17	Oct. 12-16 - One student day off
13	52	57	October	18	19	20	21	22	23	24	for Teacher Institute Day (date set by HSTA and subject to change)
14	57	62		25	26	27	28	29	30	31	
15	62	67		1	2	3	4	5	6	7	
16	66	71		8	9	10	11	12	13	14	Nov. 11 - Veterans' Day
17	71	76	November	15	16	17	18	19	20	21	Nov. 26 - Thanksgiving Day
18	74	79		22	23	24	25	26	27	28	Nov. 27 - School Holiday
19	79	84		29	30	1	2	3	4	5	
20	84	89		6	7	8	9	10	11	12	2nd Quarter (46 days) and 1st Semester Ends - Dec. 18
21	89	94	December	13	14	15	16	17	18	19	
22				20	21	22	23	24	25	26	Dec. 25 - Christmas; Jan. 1 - New Year's
23			2015	27	28	29	30	31	1	2	Dec. 21-Jan. 1 - Winter Break***
24	93	99	2016	3	4	5	6	7	8	9	Jan. 4 - Teacher work day (no students)*
25	98	104		10	11	12	13	14	15	16	2nd SEMESTER - 93 Student Days
26	102	108	January	17	18	19	20	21	22	23	Jan. 18 - Martin Luther King Day
27	107	113		24	25	26	27	28	29	30	
28	112	118		31	1	2	3	4	5	6	CONFIDENTIAL DRAFT
29	117	123		7	8	9	10	11	12	13	
30	121	127	February	14	15	16	17	18	19	20	Feb. 15 - Presidents' Day
31	126	132		21	22	23	24	25	26	27	
32	131	137		28	29	1	2	3	4	5	
33	136	142		6	7	8	9	10	11	12	3rd Quarter (47 days) Ends - Mar. 11
34			March	13	14	15	16	17	18	19	Mar. 14-18 - Spring Break***
35	140	146		20	21	22	23	24	25	26	Mar 25 - Kuhio Day Good Friday
36	144	150		27	28	29	30	31	1	2	Mar. 28 - Observance of Kuhio Day
37	149	155		3	4	5	6	7	8	9	
38	154	160		10	11	12	13	14	15	16	
39	159	165	April	17	18	19	20	21	22	23	CONFIDENTIAL DRAFT
40	164	170		24	25	26	27	28	29	30	
41	169	175		1	2	3	4	5	6	7	
42	174	180		8	9	10	11	12	13	14	May 25: Last Day for Students**
43	179	185	May	15	16	17	18	19	20	21	4th Quarter (46 days) and 2nd Semester Ends - May 25
44	182	189		22	23	24	25	26	27	28	May 26: Last Teacher Day
	-2^	+1^^		29	30	31	1	2	3	4	May 30 - Memorial Day
	180	190									

Approved

OFFICIAL STATE HOLIDAYS: 2015-2016 SCHOOL YEAR

<p>^{^2} Instructional days shall be converted to a non-student day for school planning and collaboration</p>	<p>^{^^}The employer may assign up to 6 additional hours, in half hour blocks (an "equivalent day") for training and meetings beyond the teacher's regular work day.</p>	<p>Statehood Day: August 21, 2015 Labor Day: September 7, 2015 Veterans Day: November 11, 2015 Thanksgiving Day: November 26, 2015 Christmas Day: December 25, 2015</p>	<p>New Year's Day: January 1, 2016 Dr. Martin Luther King Jr. Day: January 18, 2016 Presidents' Day: February 15, 2016 Prince Jonah Kuhio Kalaniana'ole Day: March 25, 2016 Good Friday: March 25, 2016 Memorial Day: May 30, 2016</p>
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*January 4 Teacher work day between semesters

**Commencement exercises: No sooner than May 20, 2016

***For 10 month teachers - Intersessions: Oct 5-9; Recesses: Dec 21-Jan 1 & Mar 14-18

Teacher Institute Days: Oct 12 - 16

State of Hawaii – Department of Education 2015-2016 OFFICIAL SCHOOL CALENDAR

Teachers' Work Year - 1st Semester: July 23, 2015 to January 5*, 2016; 2nd Semester: January 6, 2016 to May 27, 2016

Students' Work Year - 1st Semester: July 29, 2015 to December 17, 2015; 2nd Semester: January 6, 2016 to May 26, 2016

Week	Student Days	Teacher Days		Su	M	T	W	Th	F	Sa	
1			July	19	20	21	22	23	24	25	1st SEMESTER - 91 Student Days
2	3	7		26	27	28	29	30	31	1	Jul. 23 - First Day for Teachers
3	8	12		2	3	4	5	6	7	8	Jul. 29 - First day for Students
4	13	17		9	10	11	12	13	14	15	
5	17	21	August	16	17	18	19	20	21	22	Aug. 21 - Statehood Day
6	22	26		23	24	25	26	27	28	29	CONFIDENTIAL DRAFT Q1 46 days
7	27	31		30	31	1	2	3	4	5	
8	31	35		6	7	8	9	10	11	12	Sep. 7 - Labor Day
9	36	40	September	13	14	15	16	17	18	19	
10	41	45		20	21	22	23	24	25	26	
11	46	50		27	28	29	30	1	2	3	1st Qtr (46 days) Ends - Oct. 2
12				4	5	6	7	8	9	10	Oct. 5-9 - Fall Break***
13	50	55		11	12	13	14	15	16	17	Oct. 12-16 - One student day off for EO & Teacher Institute Day
14	55	60	October	18	19	20	21	22	23	24	(date for each island TBD and subject to change.)
15	60	65		25	26	27	28	29	30	31	
16	65	70		1	2	3	4	5	6	7	
17	69	74		8	9	10	11	12	13	14	Nov. 11 - Veterans' Day
18	74	79	November	15	16	17	18	19	20	21	Nov. 26 - Thanksgiving Day
19	77	82		22	23	24	25	26	27	28	Nov. 27 - School Holiday
20	82	87		29	30	1	2	3	4	5	
21	87	92		6	7	8	9	10	11	12	2nd Quarter (45 days) and 1st Semester Ends - Dec. 17
22	91	96	December	13	14	15	16	17	18	19	Dec. 18 - 12-month teachers work day
23				20	21	22	23	24	25	26	Dec. 25 - Christmas; Jan. 1 - New Year's
24		2015		27	28	29	30	31	1	2	Dec. 21-Jan. 1 - Winter Break***
25	94	100	2016	3	4	5	6	7	8	9	Jan. 4 - 12-month teachers work day
26	99	105		10	11	12	13	14	15	16	Jan. 5 - Teacher work day (no students)*
27	103	109	January	17	18	19	20	21	22	23	2nd SEMESTER - 91 Student Days
28	108	114		24	25	26	27	28	29	30	Jan. 18 - Martin Luther King Day
29	113	119		31	1	2	3	4	5	6	CONFIDENTIAL DRAFT Q3 48 days
30	118	124		7	8	9	10	11	12	13	
31	122	128	February	14	15	16	17	18	19	20	Feb. 15 - Presidents' Day
32	127	133		21	22	23	24	25	26	27	
33	132	138		28	29	1	2	3	4	5	
34	137	143		6	7	8	9	10	11	12	3rd Quarter (48 days) Ends - Mar. 15
35	139	145	March	13	14	15	16	17	18	19	Mar. 16-24 - Spring Break***
36				20	21	22	23	24	25	26	Mar. 25 - Kuhio Day Good Friday
37	143	149		27	28	29	30	31	1	2	Mar. 28 - Observance of Kuhio Day
38	148	154		3	4	5	6	7	8	9	
39	153	159		10	11	12	13	14	15	16	
40	158	164	April	17	18	19	20	21	22	23	CONFIDENTIAL DRAFT Q4 43 days
41	163	169		24	25	26	27	28	29	30	
42	168	174		1	2	3	4	5	6	7	
43	173	179		8	9	10	11	12	13	14	May 26: Last Day for Students**
44	178	184	May	15	16	17	18	19	20	21	4th Quarter (43 days) and 2nd Semester Ends - May 26
45	182	189		22	23	24	25	26	27	28	May 27: Last Teacher Day
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*January 5 Teacher work day between semesters

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***For 10 month teachers - Intersessions: Oct 5-9; Recesses: Dec 18-Jan 4 & Mar 16-24

Teacher Institute Days: Oct 12 - 16