



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

OFFICE OF THE SUPERINTENDENT

October 6, 2015 (revised)

TO: Patricia Halagao
Chairperson, Committee on Student Achievement

FROM: 
Kathryn S. Matayoshi
Superintendent

SUBJECT: **V. C. Committee Action on Department of Education's Multi-Year School Calendar (2016-17, 2017-18 and 2018-19 School Years)**

1. RECOMMENDATION

The Department recommends that the Hawaii State Board of Education (Board) Student Achievement Committee (SAC) take action to approve the Department-proposed school calendars for the next three school years: 2016-17, 2017-18, and 2018-19. Furthermore, the Department recommends that the Board adopt the SAC-approved calendars at its October 20, 2015 General Business Meeting.

2. RECOMMENDED EFFECTIVE DATE

Effective immediately for School Year 2016-17. Future years' calendars would be approved but subject to future legislative action and funding, board action, and collective bargaining agreements.

3. RECOMMENDED COMPLIANCE DATE

4. DISCUSSION (if different from the effective date)

a. Conditions leading to the recommendation

The school calendar has wide ranging impact on the community, our employees, and our students. Adopting a school calendar with ample time before the start of the next school year allows for better planning for school improvement (e.g., coordinating teacher planning and collaboration, securing professional development resources), employees, families, partners that provide supplemental services (e.g., afterschool and intersession programs, wraparound services), and facilities improvement projects. A multi-year

calendar increases the opportunity for planning and coordination to increase effectiveness of the educational program for our students.

This recommendation to adopt a multi-year calendar is the result of an extensive process of investigation and stakeholder engagement, initiated at the request of the Board when adopting the 2015-16 calendar on December 2, 2014. The Department's process included a workgroup of key stakeholders, a public survey which received 4,000 responses including 2,000 teachers, meetings with school leaders (e.g., Deputy's Principal Roundtable, Secondary Principals' Forum, Leadership meeting), internal Department feedback surveys which received more than 1,300 responses, discussions with the Hawaii State Teachers' Association (HSTA) and Hawaii Government Employees Association (HGEA), and engagement with other stakeholders (e.g., Hui for Excellent Education, legislators). In response to suggestions or concerns from these meetings, we analyzed student enrollment and attendance, teacher attendance, calendars from other school districts, research on the relationship between the calendar and student learning, collective bargaining agreements for all Department employees, historical Department calendars back to the 1980s, weather, and college admissions deadlines. In the process, we reviewed many versions of the calendar that reflected key design principles raised by stakeholders.

After much deliberation, the Department is recommending a calendar based on the following design principles:

- Provides 180 days of instruction, as required by state law (Hawaii Revised Statutes 302A-251), with approximately 90 days of instruction in each semester since most secondary schools offer semester courses providing .5 credit per semester or are "block scheduled" with 1 credit per semester and to facilitate teachers' pacing of course content, usually organized by quarter;
- Completes first semester by winter break:
 - Ending the semester before the holidays maximizes learning time to complete the semester's final student assessments (i.e., exams, other demonstrations of learning) and grading. Completing the semester after the new year requires review and re-teaching in preparation for semester-end assessments and grades (due to "learning loss" during breaks);
 - Ensuring that students are graded by the teacher who has taught and assessed their progress for most of the semester. Approximately 100 teachers retire at the end of each calendar year, and ending the semester in January would mean that the 2,500-12,000 students of those teachers would have a new teacher complete their semester and assess their learning based on 1-3 weeks in January; and

- Providing high school seniors with transcripts that include first semester grades in a timely manner for college admissions and scholarships.
- Minimizes potential budget impacts of changes in the calendar.

Therefore, the Department is recommending multi-year calendars (Exhibits A-C) that:

- Begins school on or shortly after August 1 for students;
 - Maintains a five day Fall Break after the first quarter;
 - Provides a two-week Winter Break. First semester concludes the Thursday before the Christmas holiday:
 - Teachers return for a work day on the Friday following the New Year's holiday, and
 - Students return for second semester on the Monday of the first full week in January, allowing for a full five day week for students;
 - Provides a one week Spring Break;
 - Ends the school year around in late May/early June, and
 - Maximizes five day weeks for students:
 - Analysis of prior year's student attendance data indicate that more students attend school in five day weeks.
 - Five day school weeks provide the most continuity and least amount of disruption for secondary schools with rotating or block schedules.
- b. Previous action of the Board on the same or similar matter

The Board of Education approves the school calendar annually. Most recently, the Board approved the school year 2015-2016 calendar on December 2, 2014.

- c. Other policies affected

None

- d. Arguments in support of the recommendation

The recommended calendars meet the design principles described above ([Section 4a](#)).

Additionally, the calendar also:

- Aligns with the University of Hawaii academic calendar. This facilitates opportunities for teachers and administrators to pursue additional training, particularly during the summer. It also enables more high school students to take college courses through the early college, Running Start and Jump Start

programs since the UH semester would be embedded within the high school semester;

- Is consistent with current collective bargaining agreements, and
- Is expressed preference of those who identified as "families" or "students" in the April public survey about the school calendar options. In particular, this addresses parents concerns about the cost and availability of child care during longer intercessions or breaks.

Board approval of the recommendation in October would allow for better planning for school improvement, facilities improvements, preparation of calendars for multi-track schools (which must be voted on by teachers in the school each year), and more efficient implementation of the new student information system which will be effective for school year 2016-17.

e. Arguments against the recommendation

The recommended calendar does not address other considerations raised by educators, community organizations, and legislators.

- Hot classrooms: The calendar is simply not a good heat abatement strategy. The Department considered starting school after Labor Day to avoid the August heat which was unusually high this school year. The last time Hawaii schools had a "traditional" Labor Day start to the school year for schools statewide was 20 years ago (School Year 1994-95). The late start has significant logistical and potential cost considerations given that the school calendar has expanded over the last 20 years to add five instructional days for students, an additional four professional/collaboration days for teachers, and a five day Fall Break (14 business days). A post-Labor Day start would extend the first semester to the end of January and the school year to the end of June, even without a Fall Break. Additionally, our students would still be in school during the months which typically have the most hot days (September) and most humid days (October).
- Last day of first semester being close to the Christmas holiday: HSTA and HGEA expressed concerns about the number of days available between the last day of first semester and the Christmas holiday. Both unions are concerned about providing employees sufficient time to prepare for the holidays or take advantage of reasonably priced flights out of state for personal travel. Additionally, HGEA expressed concern about teacher absenteeism or leaves close to the holidays, which they have raised as a "safety" concern since there may be insufficient number of substitute teachers to cover for absent teachers. HSTA and HGEA both suggested a three week Winter Break, providing a full week off before the Christmas holiday, to accommodate these concerns. The Department acknowledges these concerns and is analyzing teacher attendance data. The Department plans to work with administrators to address teacher attendance and substitutes through communication

and management practice. Based on feedback from administrators on the Deputy's Principal Roundtable and Secondary Principals' Forum, the Department is recommending that the first semester conclude on the Thursday prior to the holidays and for teachers to return for a work day on the Friday after the New Year's Day holiday.

- f. Other agencies or departments of the State of Hawaii involved in the action

Department of Accounting and General Services (DAGS) is responsible for construction, repair and maintenance for Neighbor Island schools. Approved multi-year calendars would allow for better planning of projects.

The recommended calendar for 2016-17 is consistent with current collective bargaining agreements and continuous payroll. Non-recommended calendar options with a later start date for teachers and other employees (i.e., August or September) will impact payroll (DAGS) as well as the Employers-Union Trust Fund if there is a "gap" in payroll for employees due to the proration of 10-month employees' pay for a 12-month period.

The recommended calendar for 2017-18 has a later start date for certain 10-month employees. This will require adjustment of payroll during the school year 2016-17 to allow for continuous paychecks for these employees. Affected units are Bargaining Unit 6 10-month Vice Principals and Bargaining Unit 3 10-month employees including Educational Assistants.

- g. Possible reaction of the public, professional organizations, unions, DOE staff and/or others to the recommendation

The recommended calendars maintain the basic structure of the school calendar since the legislature mandated a single, statewide school calendar starting with 2006-07. The calendar maintains the five day fall break which is preferred by teachers and has been part of the statewide school calendar since school year 2006-07 (and had previously been incorporated in many schools' School Community Based Management calendars--from 1995 to 2006--which were "modified year-round" calendars).

Opinions about the calendar are incredibly diverse, and many preferences or beliefs regarding the calendar are firmly held. Given the design principles for learning and logistical considerations (e.g., number of holidays--which is unusually high compared with mainland school districts), the recommended calendar balances interests and preferences of stakeholders without being able to satisfy them all.

The most significant reactions to the calendar are described in the Arguments Against the Recommendation (Section 4e):

- **Heat Abatement:** The recommended calendar is not a heat abatement strategy. While the calendar starts school slightly later than this school year, learning priorities for first semester ending before Winter Break and being approximately 90 instructional days dictates an early/mid-start to the school year.
- **Length of Winter Break:** The winter break is two weeks instead of three weeks as preferred by HSTA and HGEA and those who identified as "DOE employees" in response to the April 2015 stakeholder survey. HSTA and HGEA prefer a break a full week prior to the Christmas holiday to provide more time for employees to prepare for holidays, to address concerns about teacher absences and insufficient substitutes to accommodate the absences, and to allow principals to take vacation days to minimize "vacation payouts" as required by recent Bargaining Unit 6 arbitration.
- **"Traditional" Calendar:** There have been recent calls to return to the "old" calendar which starts at Labor Day and ends in early June. The last time Hawaii had a statewide calendar with the "traditional schedule" was 20 years ago in school year 1994-95. Since the calendar has expanded approximately 14 business days (3 weeks) to add 5 instructional days for students, 4 planning and collaboration work days for teachers, and a 5 day fall break. Thus, the historically traditional calendar would end in late June or, if a full week Fall Break was included, early July.

Changing the start date for the school calendar to begin in August or later has implications for payroll and collective bargaining for 10-month employees. These issues include prorating salary and managing EUTF employee contributions over additional pay period(s) or including Kamehameha Day, a state holiday, within the school calendar, and HGEA Bargaining Unit 3 having a one week fall break in their calendar. These issues are logistical and communications challenges, but they may also have cost implications or require negotiations.

Finally, there are community concerns about families moving from the mainland enrolling children late in school because they are unfamiliar with Hawaii's school calendar. This year's enrollment data for the first two months of school do not indicate a problem, and the Department will continue to work with its community partners, particularly military partners, to communicate the school start date.

h. Educational implications

As described earlier, educational implications drove the design of the recommended calendars. The proposed calendar supports student attendance by maximizing five day weeks; ends the first semester by winter break to minimize learning loss and ensure that students are assessed by the

teacher who has provided the instruction and monitored progress for most of the semester; enables more opportunities for students to earn college credits; and provides teachers more opportunities for training and professional development at the University of Hawaii over the summer. A multi-year calendar allows for better planning for school improvement.

i. Personnel implications

The recommended calendar continues the structure of the calendar for many of the last ten years (all years with one week Fall Break; six years with less than three weeks of Winter Break; seven years with one week Spring Break). There are no personnel implications from a payroll or collective bargaining perspective. However, given concerns raised by HGEA, the Department will work with the unions and our employees to analyze and address issues of attendance and professionalism associated with attendance.

j. Facilities implications

None

k. Financial implications

The recommended calendar does not have cost implications. However, changes to the proposed calendar have potential cost implications.

5. OTHER SUPPLEMENTARY RECOMMENDATIONS

None

KSM:SS:kp

Attachments: Department-Recommended Calendars (Exhibit A: School Year 2016-17; Exhibit B: School Year 2017-18; Exhibit C: School Year 2018-19)

c: Office of Strategy, Innovation and Performance

Exhibit A

State of Hawaii – Department of Education

2016-2017 PROPOSED OFFICIAL SCHOOL CALENDAR DRAFT Version 9/28/15

Teachers' Work Year - 1st Semester: July 26, 2016 - January 6, 2017; 2nd Semester: January 9, 2017 - May 26, 2017

Students' Work Year - 1st Semester: August 1, 2016 - December 22, 2016; 2nd Semester: January 9, 2017 - May 25, 2017

Week	Student Days	Teacher Days	Su	M	T	W	Th	F	Sa		
	0	0	July 2016								
			17	18	19	20	21	22	23	1st SEMESTER - 99 Student Days (Ends Dec. 22)	
1	0	4	24	25	26	27	28	29	30	July 26 Teachers' First Day	
2	5	9	31	1	2	3	4	5	6	July 26 - July 29: Teacher Work Days (no students)	
3	10	14	August								
4	14	18	7	8	9	10	11	12	13	August 1: Students' First Day	
5	19	23	14	15	16	17	18	19	20	August 19: Statehood Day	
6	24	28	21	22	23	24	25	26	27	Q1 48 days Ends Oct. 7	
7	28	32	28	29	30	31	1	2	3		
8	33	37	September								
9	38	42	4	5	6	7	8	9	10	September 5: Labor Day	
10	43	47	11	12	13	14	15	16	17		
11	48	52	18	19	20	21	22	23	24		
12			25	26	27	28	29	30	1		
13	53	57	October								
14	58	62	2	3	4	5	6	7	8	October 10-14: Fall Break***	
15	63	67	9	10	11	12	13	14	15		
16	66	70	16	17	18	19	20	21	22	Q2 45 days Ends Dec. 22	
17	71	75	23	24	25	26	27	28	29		
18	74	78	30	31	1	2	3	4	5		
19	79	83	November								
20	84	88	6	7	8	9	10	11	12	November 8: Election Day	
21	89	93	13	14	15	16	17	18	19	November 11: Veterans' Day	
22	93	97	20	21	22	23	24	25	26	November 24: Thanksgiving	
23			27	28	29	30	1	2	3	November 25: School Holiday	
24		98	December								
25	98	103	4	5	6	7	8	9	10	December 23 - Jan 6: Winter Break***	
26	102	107	11	12	13	14	15	16	17		
27	107	112	18	19	20	21	22	23	24	December 26: Christmas Observed	
28	112	117	25	26	27	28	29	30	31	January 2: New Year's Day Observed	
29	117	122	January 2017								
30	121	127	1	2	3	4	5	6	7	January 6: Teachers' Workday (no students)*	
31	125	131	8	9	10	11	12	13	14	2nd SEMESTER - 89 Student Days (Ends May 25)	
32	130	136	15	16	17	18	19	20	21	January 16: Dr. Martin Luther King, Jr. Day	
33	135	141	22	23	24	25	26	27	28	<i>February: Institute Day (one day with no students during week. Date for each island TBD)</i>	
34	140	146	29	30	31	1	2	3	4		
35			February								
36	144	150	5	6	7	8	9	10	11	February 20: Presidents' Day	
37	149	155	12	13	14	15	16	17	18	Q3 47 days Ends Mar. 17	
38	153	159	19	20	21	22	23	24	25		
39	158	164	26	27	28	1	2	3	4		
40	163	169	March								
41	168	174	5	6	7	8	9	10	11	March 20-24: Spring Break***	
42	173	179	12	13	14	15	16	17	18	March 27: Prince Kuhio Day	
43	178	184	19	20	21	22	23	24	25		
44	182	189	26	27	28	29	30	31	1	Q4 42 days Ends May 25	
	-2^	+1^^	2	3	4	5	6	7	8		
	180	190	April								
			9	10	11	12	13	14	15	April 14: Good Friday	
			16	17	18	19	20	21	22		
			23	24	25	26	27	28	29		
			30	1	2	3	4	5	6		
			May								
			7	8	9	10	11	12	13	May 25: Last Day for Students and Second Semester Ends**	
			14	15	16	17	18	19	20	May 26: Last Day for Teachers	
			21	22	23	24	25	26	27		
			28	29	30	31	1	2	3		
			June								
			4	5	6	7	8	9	10	May 29: Memorial Day	

Approved _____, 2015

OFFICIAL STATE HOLIDAYS: 2016-2017 SCHOOL YEAR

[^]2 Instructional days shall be converted to a non-student day for school planning and collaboration

^{^^}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.

Statehood Day:	August 19, 2016	New Year's Day (observed)	January 2, 2017
Labor Day:	September 5, 2016	Dr. Martin Luther King Jr. Day:	January 16, 2017
Election Day:	November 8, 2016	Presidents' Day:	February 20, 2017
Veterans' Day:	November 11, 2016	Prince Jonah Kuhio Kalaniana'ole Day:	March 27, 2017
Thanksgiving Day:	November 24, 2016	Good Friday:	April 14, 2017
Christmas Day (observed):	December 26, 2016	Memorial Day:	May 29, 2017

* January 6: Teacher work day between semesters ** Commencement exercises: No sooner than May 25, 2017
 *** For 10-month teachers - Intersession: Oct. 10-14; Recesses: Dec. 23-Jan. 6 & March 20-24
 Educational Officer & Teacher Institute Days Feb. (one day per island)

DRAFT CALENDAR

State of Hawaii – Department of Education

2017-2018 PROPOSED OFFICIAL SCHOOL CALENDAR DRAFT Version 9/28/15

Teachers' Work Year - 1st Semester: August 1, 2017 - January 5, 2018; 2nd Semester: January 8, 2018 - June 1, 2018

Students' Work Year - 1st Semester: August 7, 2017 - December 21, 2017; 2nd Semester: January 8, 2018 - May 31, 2018

Week	Student Days	Teacher Days		Su	M	T	W	Th	F	Sa		
0	0	0	July 2017	23	24	25	26	27	28	29	1st SEMESTER - 89 Student Days (Ends Dec. 22)	
1	0	4		30	31	1	2	3	4	5	August 1: Teachers' First Day	
2	5	9	August	6	7	8	9	10	11	12	August 1-4: Teacher Work Days (no students)	
3	9	13		13	14	15	16	17	18	19	August 7: Students' First Day	
4	14	18		20	21	22	23	24	25	26	August 18: Statehood Day	
5	19	23		27	28	29	30	31	1	2	Q1 43 days Ends Oct. 6	
6	23	27	September	3	4	5	6	7	8	9		September 4 - Labor Day
7	28	32		10	11	12	13	14	15	16		
8	33	37		17	18	19	20	21	22	23		
9	38	42		24	25	26	27	28	29	30		
10	43	47	October	1	2	3	4	5	6	7		
11				8	9	10	11	12	13	14	October 9-13: Fall Break***	
12	48	52		15	16	17	18	19	20	21		
13	53	57		22	23	24	25	26	27	28		
14	58	62		29	30	31	1	2	3	4	Q2 46 days Ends Dec. 21	
15	62	66	November	5	6	7	8	9	10	11		November 10: Veterans' Day
16	67	71		12	13	14	15	16	17	18		
17	70	74		19	20	21	22	23	24	25	November 23: Thanksgiving	
18	75	79		26	27	28	29	30	1	2	November 24: School Holiday	
19	80	84	December	3	4	5	6	7	8	9		
20	85	89		10	11	12	13	14	15	16	December 25-January 5: Winter Break***	
21	89	93		17	18	19	20	21	22	23	December 25: Christmas	
22				24	25	26	27	28	29	30	2nd SEMESTER - 93 Student Days (Ends May 31)	
23		94		31	1	2	3	4	5	6	January 1: New Year's Day	
24	94	99	January 2018	7	8	9	10	11	12	13	January 5: Teacher Workday (no students)*	
25	98	103		14	15	16	17	18	19	20	January 15: Dr. Martin Luther King Jr Day	
26	103	108		21	22	23	24	25	26	27		
27	108	113		28	29	30	31	1	2	3	February: Institute Day (one day with no students during the week. Date for each island TBD.)	
28	113	118	February	4	5	6	7	8	9	10		
29	117	123		11	12	13	14	15	16	17		
30	121	127		18	19	20	21	22	23	24	February 19: Presidents' Day	
31	126	132		25	26	27	28	1	2	3	Q3 47 days Ends Mar. 16	
32	131	137	March	4	5	6	7	8	9	10		
33	136	142		11	12	13	14	15	16	17		
34				18	19	20	21	22	23	24	March 19-23: Spring Break***	
35	139	145		25	26	27	28	29	30	31	March 26: Kuhio Day	
36	144	150	April	1	2	3	4	5	6	7	March 30: Good Friday	
37	149	155		8	9	10	11	12	13	14		
38	154	160		15	16	17	18	19	20	21		
39	159	165		22	23	24	25	26	27	28		
40	164	170		29	30	1	2	3	4	5	Q4 46 days Ends May 31	
41	169	175	May	6	7	8	9	10	11	12		
42	174	180		13	14	15	16	17	18	19		
43	179	185		20	21	22	23	24	25	26	May 28: Memorial Day	
44	182	189		27	28	29	30	31	1	2	May 31: Last Day for Students and Second Semester Ends**	
-2^	+1^^		June	3	4	5	6	7	8	9	June 1: Last Day for Teachers	

Approved _____, 2015, contingent on legislation, funding and collective bargaining agreements

OFFICIAL STATE HOLIDAYS: 2017-2018 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 18, 2017 Labor Day: September 4, 2017 Veterans' Day Observed: November 10, 2017 Thanksgiving Day: November 23, 2017 Christmas Day: December 25, 2017</p>	<p>New Year's Day: January 1, 2018 Dr. Martin Luther King Jr. Day: January 15, 2018 Presidents' Day: February 19, 2018 Prince Jonah Kuhio Kalaniana'ole Day: March 26, 2018 Good Friday: March 30, 2018 Memorial Day: May 28, 2018</p>
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* January 5: Teacher work day between semesters ** Commencement exercises: No sooner than May 25, 2018
 *** For 10-month teachers - Intersession: Oct. 9-13; Recesses: Dec. 22-Jan. 5 & March 19-23
 Educational Officer & Teacher Institute Days Feb. (one day per island)

Exhibit C

State of Hawaii – Department of Education
2018-19 PROPOSED OFFICIAL SCHOOL CALENDAR DRAFT Version 9/28/15

Teachers' Work Year - 1st Semester: August 1, 2018 - January 4, 2019; 2nd Semester: January 7, 2019 - June 5, 2019

Students' Work Year - 1st Semester: August 7, 2018 - December 20, 2018; 2nd Semester: January 7, 2019 - June 4, 2019

Week	Student Days	Teacher Days	Su	M	T	W	Th	F	Sa	
	0	0								
1	0	3								July 22 23 24 25 26 27 28
2	4	8								29 30 31 1 2 3 4
3	8	12								August 5 6 7 8 9 10 11
4	13	17								12 13 14 15 16 17 18
5	18	22								19 20 21 22 23 24 25
6	22	26								26 27 28 29 30 31 1
7	27	31								September 2 3 4 5 6 7 8
8	32	36								9 10 11 12 13 14 15
9	37	41								16 17 18 19 20 21 22
10	42	46								23 24 25 26 27 28 29
11										October 30 1 2 3 4 5 6
12	47	51								7 8 9 10 11 12 13
13	52	56								14 15 16 17 18 19 20
14	57	61								21 22 23 24 25 26 27
15	61	65								28 29 30 31 1 2 3
16	65	69								November 4 5 6 7 8 9 10
17	68	72								11 12 13 14 15 16 17
18	73	77								18 19 20 21 22 23 24
19	78	82								25 26 27 28 29 30 1
20	83	87								December 2 3 4 5 6 7 8
21	87	91								9 10 11 12 13 14 15
22										16 17 18 19 20 21 22
23										23 24 25 26 27 28 29
24	92	97								30 31 1 2 3 4 5
25	97	102								January 2019 6 7 8 9 10 11 12
26	101	106								13 14 15 16 17 18 19
27	106	111								20 21 22 23 24 25 26
28	111	116								27 28 29 30 31 1 2
29	115	121								February 3 4 5 6 7 8 9
30	119	125								10 11 12 13 14 15 16
31	124	130								17 18 19 20 21 22 23
32	129	135								24 25 26 27 28 1 2
33	134	140								March 3 4 5 6 7 8 9
34										10 11 12 13 14 15 16
35	137	143								17 18 19 20 21 22 23
36	142	148								24 25 26 27 28 29 30
37	147	153								31 1 2 3 4 5 6
38	151	157								April 7 8 9 10 11 12 13
39	156	162								14 15 16 17 18 19 20
40	161	167								21 22 23 24 25 26 27
41	166	172								28 29 30 1 2 3 4
42	171	177								May 5 6 7 8 9 10 11
43	176	182								12 13 14 15 16 17 18
44	180	186								19 20 21 22 23 24 25
45	182	189								26 27 28 29 30 31 1
	-2^	+1^^								June 2 3 4 5 6 7 8
180		190								9 10 11 12 13 14 15

Approved _____, 2015, contingent on legislation, funding and collective bargaining agreements

OFFICIAL STATE HOLIDAYS: 2018-19 SCHOOL YEAR

^{A2} Instructional days shall be converted to a non-student day for school planning and collaboration

^{AA} 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.

Statehood Day:	August 17, 2018	New Year's Day:	January 1, 2019
Labor Day:	September 3, 2018	Dr. Martin Luther King Jr. Day:	January 21, 2019
Election Day:	November 6, 2018	Presidents' Day:	February 18, 2019
Veterans' Day:	November 12, 2018	Prince Jonah Kūhio Kalanianaʻōle Day:	March 26, 2019
Thanksgiving Day:	November 22, 2018	Good Friday:	April 19, 2019
Christmas Day:	December 25, 2018	Memorial Day:	May 27, 2019

* January 4: Teacher work day between semesters ** Commencement exercises: No sooner than May 31, 2019
 *** For 10-month teachers - Intersession: Oct. 8-12; and March 25; Recesses: Dec. 21-Jan. 4 and March 18-22
 Educational Officer & Teacher Institute Days Feb. (one day per island)

DRAFT CALENDAR