



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

OFFICE OF THE SUPERINTENDENT

July 30, 2020

TO: The Honorable Catherine Payne
Chairperson, Board of Education

FROM: Dr. Christina M. Kishimoto
Superintendent

A blue ink signature of Dr. Christina M. Kishimoto.

SUBJECT: **Board Action on Revisions to the Department of Education's 2020-2021 School Calendar: Additional Training and Professional Development Days for Teachers and Staff at the Beginning of the School Year and Delaying Students' First Day to Ensure Health and Safety Preparedness for Schools**

1. BACKGROUND

During the July 23, 2020, Hawaii State Board of Education (Board) General Business Meeting, Board members acknowledged the request of many teachers, school staff, and school administrators to delay the start of the school year for students. Many felt that more time for preparation and training were needed to ensure the health and safety of all on our school campuses. Additional professional development was also requested to increase our teachers' readiness to deliver distance learning and a blended approach of in-person instruction and distance learning. The Board asked the Hawaii State Department of Education (Department) to propose a revision to the 2020-2021 Official School Calendar to allow for more time to prepare for reopening our campuses to students.

On July 27, 2020, the Department met with the leaders of the three (3) unions representing the employees of the Department – the Hawaii Government Employees Association (HGEA), Hawaii State Teachers Association (HSTA), and United Public Workers (UPW) – to discuss revisions to the Board-approved 2020-2021 Official School Calendar. The conversation was guided by the following core assumptions:

- Adjustments made to the school calendar must focus on educating and supporting students.
- Beginning the school year with in-person instruction is imperative to reconnect, build relationships, and prepare students, employees, and families for distance learning should there be a need to pivot to full distance learning. The Department acknowledges that we are not an institution set up for distance

learning; thus, we will need time with our students, employees, and families to ensure effective virtual teaching and learning.

- The Department would like to protect the 180 days of student instruction to the greatest extent possible.
- All faculty and staff will physically return to school at the start of the school year to the greatest extent possible.
- The Department will be opening the 2020-2021 school year with a financial deficit.
- Any decisions made will impact community and business partners, such as student transportation providers and food distributors, and have the potential to impact services provided to students, including compensatory services.

The Department, HGEA, HSTA, and UPW agreed upon the August 17, 2020 start date for students. This will allow for an additional nine (9) days without students for training and professional development for school employees. The nine (9) days will include mandatory Department-directed training as well as administrator-directed training.

The Unions agree to further negotiate to restore three (3) student instructional days within the 2020-2021 school calendar. The Department understands that this will need to be ratified by the union members.

2. RECOMMENDATION

The Department recommends that the Board take action to approve the Department-proposed revision to the Board-approved 2020-2021 Official School Calendar (Attachment A).

3. RECOMMENDED EFFECTIVE DATE

Upon approval. This calendar would be approved but subject to future legislative action and funding, Board action, and collective bargaining agreements.

4. DISCUSSION (if different from the effective date)

a. Conditions leading to the recommendation:

The current COVID-19 pandemic has created an unprecedented situation globally and for our state. This has led to significant changes in the Department's approach to addressing the unique needs of our schools' learning environments, including the delivery of instruction and implementing the protocols and procedures which would be necessary to minimize any unnecessary risks which could be posed by COVID-19.

Ultimately, the Department requires flexibility to effectively meet the challenges of the current public health crisis to ensure the success of our students while also protecting their safety and the safety of our employees at our schools. The proposed revision to the 2020-2021 Official School Calendar will allow for additional training and professional development on the delivery of instruction through blended and distance learning and on health and safety protocols and procedures prior to the first day of school for students.

The August 17, 2020 start date for students and the nine (9) days of training and professional development from August 4 to August 14, 2020, were agreed upon by the Department, HGEA, HSTA, and UPW.

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

Most recently, the Board approved the calendars for the 2019-2020 school year and the 2020-2021 school year on May 23, 2017 (Attachment B).

- c. Other policies affected:

HRS §302A-251, School year; student hours, mandates a school year of 180 days, excluding non-instructional days, that shall include 1,080 student hours (Attachment C). HRS §302A-251 permits the Board, in its discretion, the ability to grant a waiver to any school subject to this requirement. Board Policy 500-20, School Community Council Waivers, allows the Board to grant the Department a general waiver to waive the school day and student instructional hours requirements of HRS §302A-251 (Attachment D). The proposed revision to the school calendar does not include 180 days of student instruction; thus, a waiver pursuant to Board Policy 500-20 will be needed for all schools.

- d. Arguments in support of the recommendation:

The proposed revision to the 2020-2021 Official School Calendar provides schools with much-needed additional training and professional development days at the beginning of the school year. This training and professional development could not be completed prior to the start of the school year due to the fact that most of our school-level employees who work directly with our students are 10-month employees. These 10-month employees, including teachers and educational assistants, do not work during the summer.

- e. Arguments against the recommendation:

The proposed revision to the 2020-2021 Official School Calendar postpones the start date for students, extending an already extended time out of school which may have contributed to learning loss.

The proposed revision also results in the loss of nine (9) student instructional days, shortening the school year to 171 days. Should the Department and the unions agree to restore three (3) student instructional days, the school year will consist of 174 days. Some may argue that this decrease in student instructional days will contribute to additional learning loss as well as to the learning gap, making it especially difficult for our vulnerable learners to demonstrate proficiency in grade-level standards.

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

The Department of Accounting and General Services (DAGS) is responsible for construction, repair, and maintenance for Neighbor Island schools. Minimizing the changes to the school calendar allows for DAGS to proceed as planned with their projects.

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

The unique circumstances of COVID-19 require the Department to prioritize the collective needs of our students, parents, professional staff, and extended educational community to ensure the success of all public school students in achieving their educational goals. Many requested additional time to ensure schools are adequately prepared for reopening and for in-person direct instruction while protecting the safety and health of students, teachers, and school support staff.

The Department consulted with HGEA, HSTA, and UPW and achieved consensus on the start date for students. The Unions agree to further negotiate to restore three (3) student instructional days within the 2020-2021 school calendar.

- h. Educational implications:

Approval of the proposed revisions to the school calendar will provide the Department with the flexibility to balance the safety and health of our students and teachers with the need for direct in-school instruction.

Extended School Year services will not be offered during the days of training and professional development from August 4 to August 14, 2020. The Individualized Education Program teams will meet during the first quarter to determine any compensatory education that would be warranted for qualified students who were not provided with these services.

- i. Personnel implications:

Teachers, school administrators, and support services staff will attend training on delivering in-person instruction, distance learning, and a blended approach of in-person instruction and distance learning to provide the optimum flexibility between safety and educational rigor.

School employees will attend training on the protocols and procedures which are necessary to minimize any unnecessary risks which could be posed by COVID-19.

Most substitutes and casual employees will not be reporting to work during the nine (9) days of training and professional development.

- j. Facilities implications:

None.

- k. Financial implications:

The recommended revision does not change any cost implications with salaried employees compared to the current calendar.

There may be an impact on substitute teacher and costs for the nine (9) additional days that students will not be on campus.

5. OTHER SUPPLEMENTARY RECOMMENDATIONS

None.

CMK:cm

Attachments: Attachment A: Department-Recommended Revision to the 2020-2021 Official School Calendar

Attachment B: Board-Approved 2020-2021 Official School Calendar

Attachment C: HRS §302A-251 School year; student hours

Attachment D: Board Policy 500-20: School Community Council Waivers

c: Office of Talent Management

State of Hawaii – Department of Education 2020-2021 OFFICIAL SCHOOL CALENDAR

Teachers' Work Year - 1st Semester: July 29, 2020 - January 4, 2021; 2nd Semester: January 5, 2021 - June 1, 2021
Students' Work Year - 1st Semester: August 17, 2020 - December 18, 2020; 2nd Semester: January 5, 2021 - May 28, 2021

Student		Teacher	Su	M	T	W	Th	F	Sa		
Week	Days	Days									
			July 2020							1st SEMESTER - 79 Student Days (Ends December 18)	
1	0	3	19	20	21	22	23	24	25	July 29: Teachers' First Day	
2	0	8	26	27	28	29	30	31	1	July 29-August 3: Teacher Work Days (no students)	
3	0	13	2	3	4	5	6	7	8	August 4-14: Training/PD Days (no students)	
4	4	17	9	10	11	12	13	14	15	August 17: Students' First Day	
5	9	22	16	17	18	19	20	21	22	August 21: Statehood Day	
6	14	27	23	24	25	26	27	28	29	Q1 33 days Ends Oct. 2	
7	18	31	30	31	1	2	3	4	5		
8	23	36	6	7	8	9	10	11	12	September 7: Labor Day	
9	28	41	13	14	15	16	17	18	19		
10	33	46	20	21	22	23	24	25	26		
11			27	28	29	30	1	2	3		
			October							October 5-9: Fall Break***	
12	38	51	4	5	6	7	8	9	10		
13	43	56	11	12	13	14	15	16	17		
14	48	61	18	19	20	21	22	23	24		
15	52	65	25	26	27	28	29	30	31	Q2 46 days Ends Dec. 18	
16	56	69	1	2	3	4	5	6	7		
17	61	74	8	9	10	11	12	13	14	November 3: Election Day	
18	64	77	15	16	17	18	19	20	21	November 11: Veterans Day	
19	69	82	22	23	24	25	26	27	28	November 26: Thanksgiving	
20	74	87	29	30	1	2	3	4	5	November 27: School Holiday	
21	79	92	6	7	8	9	10	11	12		
			December							December 21-January 1: Winter Break***	
22			13	14	15	16	17	18	19		
23			20	21	22	23	24	25	26	December 25: Christmas	
24	83	97	27	28	29	30	31	1	2	January 1: New Year's Day	
25	88	102	3	4	5	6	7	8	9	2nd SEMESTER - 94 Student Days (Ends May 28)	
26	92	106	10	11	12	13	14	15	16	January 4: Teacher Workday (no students)*	
27	97	111	17	18	19	20	21	22	23	January 18: Dr. Martin Luther King Jr. Day	
28	102	116	24	25	26	27	28	29	30		
29	106	121	31	1	2	3	4	5	6	Q3 46 days Ends Mar. 12	
30	110	125	7	8	9	10	11	12	13		
31	115	130	14	15	16	17	18	19	20	<i>Institute Day (one day with no students during the week. Date for each island TBD.)</i>	
32	120	135	21	22	23	24	25	26	27	February 15: Presidents' Day	
33	125	140	28	1	2	3	4	5	6		
34			7	8	9	10	11	12	13		
			March							March 15-19: Spring Break***	
35	129	144	14	15	16	17	18	19	20	March 26: Kuhio Day	
36	133	148	21	22	23	24	25	26	27	April 2: Good Friday	
37	138	153	28	29	30	31	1	2	3		
38	143	158	4	5	6	7	8	9	10	Q4 48 days Ends May 28	
39	148	163	11	12	13	14	15	16	17		
40	153	168	18	19	20	21	22	23	24		
41	158	173	25	26	27	28	29	30	1		
42	163	178	2	3	4	5	6	7	8		
43	168	183	9	10	11	12	13	14	15		
44	173	188	16	17	18	19	20	21	22	May 28: Last Day for Students & Second Semester Ends**	
45	173	189	23	24	25	26	27	28	29	May 31: Memorial Day	
			June							June 1: Last Day for Teachers	
	-2^	+1^^	30	31	1	2	3	4	5		
	171	190									

Approved May 23, 2017.

OFFICIAL STATE HOLIDAYS: 2020-21 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 21, 2020	New Year's Day:	January 1, 2021
		Labor Day:	September 7, 2020	Dr. Martin Luther King Jr. Day:	January 18, 2021
		Election Day:	November 3, 2020	Presidents' Day:	February 15, 2021
		Veterans Day:	November 11, 2020	Prince Jonah Kuhio Kalaniana'ole Day:	March 26, 2021
		Thanksgiving Day:	November 26, 2020	Good Friday:	April 2, 2021
		Christmas Day:	December 25, 2020	Memorial Day:	May 31, 2021

*Teacher work day between semesters: January 4 **Commencement exercises: No sooner than May 21, 2021
 ***For 10-month teachers - Intersession: Oct. 5-9; Recesses: Dec. 21-Jan. 1 & March 15-19
 Educational Officer & Teacher Institute Days: TBD (one day per island)

State of Hawaii – Department of Education 2020-2021 OFFICIAL SCHOOL CALENDAR

Teachers' Work Year - 1st Semester: July 29, 2020 - January 4, 2021; 2nd Semester: January 5, 2021 - June 1, 2021
Students' Work Year - 1st Semester: August 4, 2020 - December 18, 2020; 2nd Semester: January 5, 2021 - May 28, 2021

Student		Teacher	Su	M	T	W	Th	F	Sa		
Week	Days	Days									
			July 2020							1st SEMESTER - 88 Student Days (Ends December 18)	
1	0	3	19	20	21	22	23	24	25		
			August							July 29: Teachers' First Day July 29-August 3: Teacher Work Days (no students) August 4: Students' First Day August 21: Statehood Day	
2	4	8	26	27	28	29	30	31	1		
			September							September 7: Labor Day	
3	9	13	9	10	11	12	13	14	15		
4	13	17	16	17	18	19	20	21	22		
5	18	22	23	24	25	26	27	28	29		
6	23	27	30	31	1	2	3	4	5		
7	27	31	6	7	8	9	10	11	12		
8	32	36	13	14	15	16	17	18	19		
9	37	41	20	21	22	23	24	25	26		
10	42	46	27	28	29	30	1	2	3		
			October							October 5-9: Fall Break***	
11			4	5	6	7	8	9	10		
12	47	51	11	12	13	14	15	16	17		
13	52	56	18	19	20	21	22	23	24		
14	57	61	25	26	27	28	29	30	31		
			November							November 3: Election Day November 11: Veterans Day November 26: Thanksgiving November 27: School Holiday	
15	61	65	1	2	3	4	5	6	7		
16	65	69	8	9	10	11	12	13	14		
17	70	74	15	16	17	18	19	20	21		
18	73	77	22	23	24	25	26	27	28		
19	78	82	29	30	1	2	3	4	5		
			December							December 21-January 1: Winter Break***	
20	83	87	6	7	8	9	10	11	12		
21	88	92	13	14	15	16	17	18	19		
22			20	21	22	23	24	25	26		
			January 2021							2nd SEMESTER - 94 Student Days (Ends May 28)	
23			27	28	29	30	31	1	2		
24	92	97	3	4	5	6	7	8	9		
25	97	102	10	11	12	13	14	15	16		
26	101	106	17	18	19	20	21	22	23		
27	106	111	24	25	26	27	28	29	30		
			February							Institute Day (one day with no students during the week. Date for each island TBD.) February 15: Presidents' Day	
28	111	116	31	1	2	3	4	5	6		
29	115	121	7	8	9	10	11	12	13		
30	119	125	14	15	16	17	18	19	20		
31	124	130	21	22	23	24	25	26	27		
			March							March 15-19: Spring Break*** March 26: Kuhio Day April 2: Good Friday	
32	129	135	28	1	2	3	4	5	6		
33	134	140	7	8	9	10	11	12	13		
34			14	15	16	17	18	19	20		
35	138	144	21	22	23	24	25	26	27		
36	142	148	28	29	30	31	1	2	3		
			April							April 2: Good Friday	
37	147	153	4	5	6	7	8	9	10		
38	152	158	11	12	13	14	15	16	17		
39	157	163	18	19	20	21	22	23	24		
40	162	168	25	26	27	28	29	30	1		
			May							May 28: Last Day for Students & Second Semester Ends** May 31: Memorial Day	
41	167	173	2	3	4	5	6	7	8		
42	172	178	9	10	11	12	13	14	15		
43	177	183	16	17	18	19	20	21	22		
44	182	188	23	24	25	26	27	28	29		
			June							June 1: Last Day for Teachers	
45	182	189	30	31	1	2	3	4	5		
-2^	+1^^										
180	190										

Approved May 23, 2017.

OFFICIAL STATE HOLIDAYS: 2020-21 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, 2020 Labor Day: September 7, 2020 Election Day: November 3, 2020 Veterans Day: November 11, 2020 Thanksgiving Day: November 26, 2020 Christmas Day: December 25, 2020</p>	<p>New Year's Day: January 1, 2021 Dr. Martin Luther King Jr. Day: January 18, 2021 Presidents' Day: February 15, 2021 Prince Jonah Kuhio Kalaniana'ole Day: March 26, 2021 Good Friday: April 2, 2021 Memorial Day: May 31, 2021</p>
--	---	---	--

*Teacher work day between semesters: January 4 **Commencement exercises: No sooner than May 21, 2021
 ***For 10-month teachers - Intersession: Oct. 5-9; Recesses: Dec. 21-Jan. 1 & March 15-19
 Educational Officer & Teacher Institute Days: TBD (one day per island)

B. Curriculum and Instruction

Law Journals and Reviews

Helping Hawaii's Diverse Community of English Language Learners: Does the Hawai'i Department of Education Meet Federal Standards for English Language Learner Programs? 38 UH L. Rev. 35 (2016).

§302A-251 School year; student hours. (a) Notwithstanding any other law to the contrary, beginning with the 2011-2013 school years, all public schools, excluding charter schools and multi-track public schools, shall implement a school year of one hundred eighty days, excluding professional development days and other non-instructional days negotiated pursuant to chapter 89.

(b) Notwithstanding any other law to the contrary:

(1) For the 2011-2012 school year, fifty per cent of all public elementary schools in the State, excluding charter schools and multi-track public schools, shall implement a school year that includes nine hundred fifteen student hours; and

(2) Beginning with the 2012-2013 school year, all public elementary schools in the State, excluding charter schools and multi-track public schools, shall implement a school year that includes nine hundred fifteen student hours.

(c) Notwithstanding any other law to the contrary, for the 2015-2016 school year, all public secondary schools, excluding charter schools and multi-track public schools, shall implement a school year that includes nine hundred ninety student hours.

(d) Notwithstanding any other law to the contrary, beginning with the 2016-2017 school year, all public schools, excluding charter schools and multi-track public schools, shall implement a school year of one hundred eighty days, excluding professional development days and other non-instructional days negotiated pursuant to chapter 89, that shall include one thousand eighty student hours for both elementary and secondary school grades.

(e) The board, in its discretion, may grant a waiver to any individual school subject to the student hours or one hundred eighty day school year requirements in this section. The board shall adopt policies and procedures to grant a waiver under this subsection.

(f) For purposes of this section, "student hours" shall be inclusive of the full school day in alignment with the State's general learner outcomes.

(g) The department of education, with the board of education and office of the governor, and in consultation with representatives of the affected collective bargaining units, shall submit to the legislature, no later than twenty days prior to the convening of the regular sessions of 2013, 2014, 2015, and 2016, a report on its progress and efforts to meet the requirements of subsections (a), (b), (c), and (d). [L 2010, c 167, §3; am L 2011, c 52, §1; am L 2015, c 21, §1]

[Previous](#)

[Vol05_Ch0261-0319](#)

[Next](#)

POLICY 500-20

SCHOOL COMMUNITY COUNCIL WAIVERS

The Board has established procedures whereby School Community Councils (“SCC”), upon application to the appropriate authorities, may be granted waivers from specific provisions in statute, rules, policies, procedures, regulations, or collective bargaining agreements. The Department shall administer the procedures and make them widely available to the public.

Waivers are designed to enhance flexibility in order to facilitate school improvement. Schools are encouraged to explore alternate solutions before seeking waivers or exceptions to collective bargaining agreements.

Schools shall ensure that requests for waivers and exceptions align with their respective school's Academic and Financial Plan and demonstrate how the waiver will improve student learning and increase student achievement.

To ensure SCCs and schools regularly review and update their Academic and Financial Plans, any waivers granted shall be effective for up to one school year. Nothing in this policy shall be construed to prohibit an SCC from requesting a waiver that may have been granted previously, provided that the waiver request still aligns with the school's Academic and Financial Plan.

The Board may grant general waivers from specific administrative rules, policies, or procedures under its jurisdiction or specific statutory provisions, as allowed by law, to apply to all schools under the same circumstances. General waivers shall be effective for up to one school year. The Board may extend general waivers if it determines a general waiver is more appropriate than changing permanently changing administrative rules, policies, or procedures or seeking permanent changes to statute.

[Approved: 11/17/2015 (as Board Policy 500.20); amended: 06/21/2016 (renumbered as Board Policy 500-20)]

Former policy 2412 history: approved: 10/07/2004; amended: 05/05/2005; 01/19/2006