



Colleen Morris, President
Doug Lea, Vice-President
Teri Dennison, Treasurer
Sarai Gray, Secretary

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Representative Assembly of the Howard County Education Association
Tuesday, October 8, 2019
Homewood Center Cafeteria

1. 4:15 PM Approve Agenda (*general consent*)
2. 4:16 PM Approve minutes of September meeting (*general consent*)
3. 4:17 PM Training- Workman Compensation
4. 4:33 PM Member Lists to reps
5. 4:37 PM Bylaws (action)
6. 4:40 PM 2020-2021 Calendar (information)
7. 5:00 PM Community Forums (information)
8. 5:10 PM Nominations Open (Elections)
9. 5:15 PM Reports (information in packet)
 - a. President (Colleen Morris)
 - b. Treasurer (Teri Dennison)
 - c. Committees (Membership, MAC, Article 13)
10. 5:35 PM Announcements
11. 5:40 PM Adjournment

Note the inclusions of time limits. After adoption of the agenda, the chair of the meeting will ask Reps to extend if time limits are reached. The chair will move to the next agenda item if time is not extended.

UNOFFICIAL MINUTES
REPRESENTATIVE COUNCIL of
HOWARD COUNTY EDUCATION ASSOCIATION
Tuesday September 10, 2019

A meeting of the Representative Council of the Howard County Education Association was held on Tuesday, September 10, 2019. The meeting commenced at 4:16 Eastern time with a quorum present and acting throughout the meeting. President *Colleen Morris* acted as chair. The Agenda was approved with one addition.

- Change agenda- add county council issue to #6 and shift business down
- 4:17 minutes approved
- 4:17 Rep Council/Procedures
 - Review Color cards
 - Yellow- Ask a question, **not** tell a story or comment
 - Green- Typically make or Speak in Agreement with a motion
 - Red-Typically, speak against a motion
 - Table signs with cheat sheet of Robert's Rules. Read and/or ask questions
- 4:19 Affirmation of reps/BOD seat- **Confirmed**
 - BOD vacant ESP seat: Randy Patterson
 - New building reps
 - RHHS- Richard McCready
 - CLES- Lisa Pellegrino, Alts- Bill Rose & Jo Scheler
 - JHES -Susan Jenson
 - CHS -Stephen Lee
 - HCMS- Debbie Brozyna, Alt Richard Belizaire
 - Cedar Lane- Cindy Hubbard, Lisa Miller
 - 4:22 Confirmed
- 4:23 Elections
 - Approve time line
 - For MSEA RA we can send 98 however will only fund 45, if someone drops out, others move up in the order of votes to be funded. This year all elected were offered the opportunity for funding.
 - **MOTION** Leirdre Galloway, 2nd Karen Filippelli motion to affirm the election guidelines. **PASS**
- 4:27 County Council Issue
 - HoCo Bill 0393 School Surcharge-Being heard: Wednesday 9/18 at 7pm, George Howard Bldg.
 - Trying to up the surge charge amount a developer pay in new construction
 - APFO-test 4 year wait, council bill failed to pass for 7 year wait period
 - President Morris asking permission to speak in favor of the bill
 - **MOTION**- Lori Hornicek, 2nd Jessica Nichols move to speak in favor of the school facility surge charge for developers. **-PASS**
- 4:37 GR
 - 67 Building Blitz Meetings
 - Over 4,000 at meetings
 - Thus far, increased about \$500 for PAC per payroll deduction
 - Dan Chambers
 - Community Forums
 - Statewide events
 - 3 in Howard all at 5:30 (90 mins)
 - October 2 Pataspc MS, October 16 HCMS, November 6 LEMS

- We are in year 3 of getting Kirwin funded
 - HCEA Community Forum 10 minute Meeting Script-handout
- 4:49 Becky Otte
 - Follow an Educator day being developed
 - Way to get a member of legislature involved in schools
 - Not a photo op, goal is to have them shadow different groups to help them understand what all educators actually do
 - Details will be forth coming
- 4:53 Presidents Report
 - See notes in packet
 - SLB-all units in the county will have to exhaust annual leave before accessing SLB but will also be able to keep 2 personal days (if wanted)
 - Learning Behaviors on the ES report cards
 - If becomes a workload issue please contact HCEA
 - Grading Policy 8020- applies to all courses taught in HCPSS no matter the level, language says average for nightly HW and there is wiggle room for some course (AP, dual enrollment). Please use input opportunities to develop consistent guidelines for next year.
 - PIP time MS/HS
 - T-shirts from Rally- ordered at end of last year, arrived today will distribute ASAP
 - New curriculum- making a writer, reader etc. will be distributed Friday. Working on better communication system, frustrated with county distributing a curriculum after the start of the year, several questions as to who will help implement. Implementation expectations low for this year (learning year) but high for next.
- 5:18 Bylaw change
 - BOD voted to merge GR and Organizing Committees
 - Reps will vote on this proposal in October
- 5:18 MAC
 - NEA NBI's from 2019
 - NBI 16- will consider a new policy statement on Ethnic Studies to be presented at the 2020 NEA for adoption
 - NBI 19- NEA will promote the Black Lives Matter week of Action
 - The hope is in October at MSEA convention there will be support
 - MAC meeting September 26th 4:15 (TBD but maybe-PVMS)
- 5:23 Membership Committee- Karen and Sharon
 - Meeting September 12th at 4:30
- 5:25 ESP Advisory Committee
 - Discussion with all units in ESP
 - Some bargaining items have been brought up though these meetings
 - ESP Contract reminders
 - 30 minutes a week to collaborate with team
 - 15 min AM and 15 min PM break (can only be eliminated temporarily)
 - Check in and make sure they are on their schedule
 - Accessible to technology- iPad's are not useful and are not updating, new ESP not being issued devices,
- Announcements
 - Split schools and travel during day- check duty day times
 - 7 hour and 35 minute duty day for certificated
 - 30 min lunch is NOT your travel

Motion to adjourn Jamie Parish, 2nd Ed Chrzanowski
Meeting Adjourned 5:39

Sarai Gray
Secretary

INJURED ON THE JOB?

When you're injured on the job, *do these 3 things* within 24 hours of your injury:



If it is an emergency, seek immediate medical treatment. Call 911 or go to the Emergency Room, then proceed to step 1. If it is not an emergency, start at Step 1.

1

Fill out the required reporting forms 1) HCPSS First Report of Injury or Illness form and 2) HCPSS Employee Incident/Injury Report and turn it into your supervisor. Make copies for yourself.

2

See your doctor, then report to Concentra. You have the right to see a physician of your choice. However, you must obtain an Activity Status Report or work status slip from Concentra.

3

Contact HCEA (410) 997-3440 as soon as possible and speak with the UniServ Director assigned to your school. HCEA will help you secure your rights under the negotiated agreement and direct you to important resources.

💡 Did you Know: It's fine to use your own lawyer; however, if they are not familiar with compensation claims with boards of education, consider one of our recommended lawyers.

Workers' Compensation

If you are injured on the job, or develop a medical or physical condition as a result of the job, you may be entitled to Workers' Compensation.

HOW DOES IT WORK?

1. Fill out the school's First Report of Injury form. This will be the school system's only official report of your injury or condition.
2. Call UniServ director, the association staff member assigned to your school.
3. The UniServ director will discuss your claim and what contract benefits are available to you.
4. If you need medical care immediately, visit the emergency room or your own physician. If a supervisor attempts to prevent you from seeking medical attention, immediately call UniServ director to inform them and seek advice.

WHAT HAPPENS NEXT?

The UniServ director will refer you to one of our recommended Workers' Compensation lawyers (unless you have your own), who you can talk to for clarification and to arrange the filing of your claim with the Workers' Compensation Commission Office.

Note: It is not always necessary to file this claim immediately. It generally should be filed as soon as practical after the incident to protect your rights.

Red Flag

If the school system or insurance company questions your claim, or gives you an indication that it is refused, immediately contact the attorney to whom you were referred or file your own claim with the Workers' Compensation Commission. **Do not give a recorded statement to a representative of the board of education or its insurance company.**

Caution

It is fine to use your own lawyer; however, if they are not familiar with compensation claims with boards of education, consider one of our recommended lawyers.

REMEMBER, IF INJURED ON THE JOB:

1. Fill out a first notice of injury, the Employer's Claim Report, at your school. If you call in your information to the school while you are home recuperating, ask your school to send you a copy.
2. Call your local association for a copy of the Employee's Report.
3. Use your own doctor for medical assistance. You may be required to go to a certain medical facility to preserve your contractual benefits, however, you should follow up with your own doctor as well.

EDUCATORS **TOGETHER**

Our Schools. Our Profession. Our Union.

There's
POWER
In the
classroom.

4. Keep copies of all reports, medical reports and names & telephone numbers of those you talk to about your case.
5. Talk with your local association before you discuss information with the school system's insurance company.

NOTES:



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September 2019 President's Report

Date	Day of the Week	Location	Travel	mi	Total
9-3-19	Tuesday	HCEA	Board of Directors		
9-4-19	Wednesday	HCEA	K. Powers (ESP Grant) D. Nicole Article 13	6.6	6.6
9-5-19	Thursday	HCEA	E. Langford Brown BoE meeting V. Atterbeary Fundraiser	6.6 6.6 9.8	23
9-6-19	Friday	HCEA	OMHS CO	12.2 6.6	
9-9-19	Monday	HCEA	Off		
9-10-19	Tuesday	HCEA	Rep Training Rep Council	6.6	6.6
9-11-19	Wednesday	HCEA	D. Nicole/K. Gilbert B. Bush (Financial Planning) MHMS	22.4	22.4
9-12-19	Thursday	HCEA	Rep Training		
9-13-19	Friday	HCEA	PATH C. Rigby	20	20
9-15-19	Sunday	HCEA	Peace Circle Set Up		
9-16-19	Monday	HCEA	HoHS, Evaluations N. Brown Dennis	3.2 10.5	13.7
9-17-19	Tuesday	HCEA	Rep Training C. Walker Anti-Bias Curriculum	6.6 5.6	12.2
9-18-19	Wednesday	HCEA	C. Bost Peace Circle Keeper CC Hearing	20	20
9-19-19	Thursday	HCEA	Ascend One, Gr. 1 Curric. Rep Training SLB at CO Ledos for PC Ascend One, Gr. 1 Curric. Board of Directors Meeting	16 6.6 10.6 16	49.2
9-20-19	Friday	HCEA	Chair Delivery J. Ardison MtHHS	10.6	
9-23-19	Monday	HCEA	MSEA Joint Staff/Gov. HoHS Policy 8020 SLB	61 6.4	67.4
9-24-19	Tuesday	HCEA	OMHS, OMMS, SFES E. Ebersole Fundraiser	12.2 34.6	46.8

September 2019 President's Report

9-25-19	Wednesday	HCEA	RHHS B. Barnes- Budget	12.8 6.6	19.4
9-26-19	Thursday	HCEA	Waverly Blitz J. Ardison Ledos Peace Circle ITL meeting	13.6 10.6	24.2
9-27-19	Friday	HCEA	RJ One day C. Walker- ARL OM- RJ SLB OM RJ	10 6.6 10 10	36.6
					397.5

HCEA
Budget vs. Actual

July through September 2019

	Jul - Sep 19	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
6100 - Income				
6110 - Dues-HCEA	0.00	847,780.00	-847,780.00	0.0%
6120 - Interest-All Accounts	0.00	300.00	-300.00	0.0%
6130 - MSEA Grant-Regulatory Complianc	0.00	15,000.00	-15,000.00	0.0%
6140 - MSEA Grant - Membership	0.00	13,459.00	-13,459.00	0.0%
6150 - MSEA Grant - Professional Dev.	0.00	5,982.00	-5,982.00	0.0%
6155 - MSEA Grant - Public Advocacy	0.00	1,000.00	-1,000.00	0.0%
6166 - NEA GPS Fund Grant/PLC	0.00	27,371.00	-27,371.00	0.0%
6168 - NEA Grant/Restorative Justice	0.00	153,920.00	-153,920.00	0.0%
6187 - Misc. Income	0.00	50.00	-50.00	0.0%
Total 6100 - Income	0.00	1,064,862.00	-1,064,862.00	0.0%
Total Income	0.00	1,064,862.00	-1,064,862.00	0.0%
Gross Profit	0.00	1,064,862.00	-1,064,862.00	0.0%
Expense				
9200 - Member Services				
9205 - Public & Member Relations	672.30	23,000.00	-22,327.70	2.9%
9210 - Collective Bargaining	7,460.25	26,000.00	-18,539.75	28.7%
9215 - Printing	1,150.48	5,000.00	-3,849.52	23.0%
9230 - Surveys & Elections	0.00	13,000.00	-13,000.00	0.0%
9240 - Help-A-Child	0.00	1,000.00	-1,000.00	0.0%
9245 - Rep Council Incentives	250.00	2,800.00	-2,550.00	8.9%
9250 - Recognition	0.00	3,000.00	-3,000.00	0.0%
9255 - Retirement Gifts	47.70	3,000.00	-2,952.30	1.6%
9260 - Remembrance/Illness Gifts	329.24	1,500.00	-1,170.76	21.9%
9261 - Special Events	0.00	1,000.00	-1,000.00	0.0%
9273 - NEA GPS Grant/PLC	1,385.00	27,372.00	-25,987.00	5.1%
9274 - NEA Grant/Restorative Justice	17,709.65	153,920.00	-136,210.35	11.5%
Total 9200 - Member Services	29,004.62	260,592.00	-231,587.38	11.1%
9300 - Committees				
9303 - Organizing Committee	0.00	3,000.00	-3,000.00	0.0%
9305 - Const., Bylaws, & Policy Comm.	0.00	1,000.00	-1,000.00	0.0%
9310 - Contract Committees [T & ESP]	0.00	400.00	-400.00	0.0%
9315 - Government Relations Committee	1,598.66	8,000.00	-6,401.34	20.0%
9320 - Minority Affairs Committee(MAC)	105.92	3,000.00	-2,894.08	3.5%
9321 - Human & Civil Rights (HCR)	0.00	500.00	-500.00	0.0%
9325 - Professional Standards&Practice	0.00	10,000.00	-10,000.00	0.0%
9335 - Membership Committee	3,824.64	10,000.00	-6,175.36	38.2%
9350 - Nominations, Elections & Cred.	0.00	100.00	-100.00	0.0%
9360 - Sick Leave Bank Comm. [T & ESP]	0.00	500.00	-500.00	0.0%
9365 - Budget Comm.	0.00	100.00	-100.00	0.0%
9370 - Ethics Review Board	0.00	300.00	-300.00	0.0%
9375 - Negotiations Teams	52.47	1,000.00	-947.53	5.2%
9385 - Family Leave Crisis	0.00	100.00	-100.00	0.0%
9390 - ESP Advisory	0.00	1,000.00	-1,000.00	0.0%
Total 9300 - Committees	5,581.69	39,000.00	-33,418.31	14.3%
9400 - Representation and Governance				
9405 - Leadership Training	98.96	2,500.00	-2,401.04	4.0%
9407 - BOD Retreat	0.00	1,000.00	-1,000.00	0.0%
9410 - Association Meetings	925.10	11,500.00	-10,574.90	8.0%
9415 - MSEA Convention	293.10	19,125.00	-18,831.90	1.5%
9420 - MSEA Leadership Training Prog.	711.67	2,000.00	-1,288.33	35.6%
9425 - NEA Convention	3,727.85	30,000.00	-26,272.15	12.4%
9430 - Conferences	163.90	18,000.00	-17,836.10	0.9%
9440 - Organizational Memberships	0.00	700.00	-700.00	0.0%
9445 - Substitutes for Association Bus	3,905.10	4,000.00	-94.90	97.6%
Total 9400 - Representation and Governance	9,825.68	88,825.00	-78,999.32	11.1%

HCEA
Budget vs. Actual
 July through September 2019

	Jul - Sep 19	Budget	\$ Over Budget	% of Budget
9500 · Staff Salaries and Training				
9505 · President's Salary	32,586.00	130,342.00	-97,756.00	25.0%
9510 · President's Fringes	8,001.00	32,000.00	-23,999.00	25.0%
9515 · President's Expense	957.09	4,600.00	-3,642.91	20.8%
9518 · Unused Annual Leave	1,500.00	6,000.00	-4,500.00	25.0%
9520 · Staff Salaries	66,891.52	280,070.00	-213,178.48	23.9%
9525 · Staff Fringe Benefits	6,211.70	40,000.00	-33,788.30	15.5%
9526 · Staff Health Benefits/Flex Pay	5,764.99	27,250.00	-21,485.01	21.2%
9530 · Staff Training	0.00	1,000.00	-1,000.00	0.0%
9532 · Office Help (Part Time)	0.00	8,000.00	-8,000.00	0.0%
9550 · H/R Flex Benefits	0.00	300.00	-300.00	0.0%
Total 9500 · Staff Salaries and Training	121,912.30	529,562.00	-407,649.70	23.0%
9600 · Operations				
9605 · Accounting & Auditing	531.32	15,500.00	-14,968.68	3.4%
9610 · Assoc. Liability Insurance	0.00	2,700.00	-2,700.00	0.0%
9615 · Office Equipment	9,283.10	2,000.00	7,283.10	464.2%
9620 · Office Supplies/Expense	1,171.38	12,500.00	-11,328.62	9.4%
9630 · Technology Upgrades	38.00	1,600.00	-1,562.00	2.4%
9635 · Postage	942.77	3,000.00	-2,057.23	31.4%
9640 · Telephone Charges	3,122.48	7,600.00	-4,477.52	41.1%
9645 · Mileage Reimbursement	0.00	800.00	-800.00	0.0%
9655 · R&M Copier	433.01	5,000.00	-4,566.99	8.7%
9660 · R&M Office Equipment	69.52	1,500.00	-1,430.48	4.6%
9665 · Petty Cash Account	100.00	200.00	-100.00	50.0%
9686 · Line of Credit Interest	0.00	150.00	-150.00	0.0%
Total 9600 · Operations	15,691.58	52,550.00	-36,858.42	29.9%
9700 · Facility				
9710 · Real Estate/Personal Prop. Tax	13,151.42	14,000.00	-848.58	93.9%
9715 · CPRA	2,987.24	2,900.00	87.24	103.0%
9720 · Condo Fees	2,820.00	11,280.00	-8,460.00	25.0%
9725 · Property Insurance	0.00	1,300.00	-1,300.00	0.0%
9730 · Building and Property Maint.	668.62	7,000.00	-6,331.38	9.6%
9737 · Depreciation - Facility	6,000.00	24,000.00	-18,000.00	25.0%
9740 · Security System	836.14	1,400.00	-563.86	59.7%
9745 · Housekeeping	2,400.00	10,400.00	-8,000.00	23.1%
9750 · Utilities	998.58	7,000.00	-6,001.42	14.3%
Total 9700 · Facility	29,862.00	79,280.00	-49,418.00	37.7%
Total Expense	211,877.87	1,049,809.00	-837,931.13	20.2%
Net Ordinary Income	-211,877.87	15,053.00	-226,930.87	-1,407.5%
Other Income/Expense				
Other Expense				
9900 · Operational Reserve	0.00	15,053.00	-15,053.00	0.0%
Total Other Expense	0.00	15,053.00	-15,053.00	0.0%
Net Other Income	0.00	-15,053.00	15,053.00	0.0%
Net Income	-211,877.87	0.00	-211,877.87	100.0%



October 4, 2019

MEMORANDUM

To: Elementary School Principals

From: Ebony Langford-Brown, Executive Director of Curriculum, Instruction, and Assessment

Subject: Standards-Based Interims and Report Cards Frequently Asked Questions

Summary:

- When implementing any new process, unanticipated needs and questions arise.
- In response to questions received in the past week, an "Implementing Standards-Based Interims and Report Cards Frequently Asked Questions" (FAQ) document has been created and is included in Attachment A.
- The FAQ serves to codify and clarify information that has been shared in a variety of settings including the August Professional Learning keynotes and summer sessions with administrators.
- If progress reports have already been completed, this FAQ serves as a reference for future quarters. If teachers are still finalizing progress reports, this FAQ serves as a helpful tool.
- A standards-based instruction and reporting Canvas page is being developed to house all information and resources related to the transition to the new report card.

Action:

- Review the information shared in Attachment A.
- Share this information with all staff responsible for interim and report card creation.

Questions

Direct questions to Ebony Langford-Brown via email or 410-313-6665.

Implementing Standards-Based Interims and Report Cards Frequently Asked Questions

1. *Where do I go to find information about reporting on the new learning behaviors?*

<https://www.hcpss.org/academics/learning-behaviors/> includes all the information about the learning behaviors (LB), reporting codes, and examples. It was created to be used by teachers for the purpose of review and reporting learning behaviors. This site is also a good reference for parents and community members to learn more about learning behaviors. This site was shared during August countywide professional learning day keynotes and in a memo to school administrators.

2. *What if I do not teach each content area (Science, Social Studies, and Health) during the first half of the quarter? How do I mark the progress report?*

For a content area that may not be taught during the first half of a quarter, there is an N/A option for the academic report in the upper portion of the progress report. In the learning behaviors chart, the scores should be left as is. The learning behavior for each content marked N/A in academics will print as a gray box in the LB chart. when n/a is reported in academics.

3. *For the Grade 1 quarter one interim progress report, there is a box for Instructional Levels of reading and mathematics. We do not identify instructional levels for Grade 1 in quarter 1 so what do we mark here?*

Instructional Levels in Grade 1, Quarter 1 will automatically print as a gray box. Nothing needs to be done in these boxes for Q1 progress reports.

4. *What if a grade 3-5 student does not participate in Band, or Strings, or Chorus? How does this get marked on the progress report/report card?*

Any student not participating in a performing art should have those boxes left blank - it will print as a gray box.

5. *Should performing arts teachers mark progress reports for students, in Quarter 1?*

Yes - but only marking N/A in the upper academic portion. Due to the fact that performing arts spends the month of Sept creating groups and schedules for sectionals, grades for Q1 are inappropriate. By the time these begin, performing arts teachers have not seen students enough to assess their progress. In the upper academic portion, N/A should be selected for the performing art in which students are involved. Performing arts not applicable to the student should be left blank and they will print as gray boxes.

All Learning behaviors for all performing arts will automatically print as a gray box on the Quarter 1 progress report only. Progress Reports for Quarters 2 - 4 should be completed by the performing arts teacher.

6. *Are there comments for learning behaviors we can use for reporting?*

Yes. When you are in Synergy, you may choose from the pull-down menu of comments. Comments are aligned to the learning behavior indicators. You can select one or more. If interims were completed before the drop-down comments in Synergy were available on Wednesday, October 2, 2019, the comments created by teachers do not need to be changed to those in the pull-down menus.

7. *Do I have to enter a comment about learning behaviors for every student?*

No. Comments are only required for students demonstrating limited or no progress (3). If a student has received a 2, comments are welcome, but not required; however, you should be prepared to answer parent questions that may arise.

8. *Does a student need to demonstrate all indicators for a learning behavior to receive a 1?*

No. The indicators and examples of these indicators are not intended to be checklists and they are not all-inclusive. Students should be scored each quarter on the age/grade level developmental expectations outlined in the learning behavior indicators and examples that have been taught, reviewed, and applied.

9. *Are the learning behaviors considered “end of year” goals?*

No. Learning behaviors are not “end of year” expectations. Students should be scored each quarter on the age/grade level developmental expectations outlined in the learning behavior indicators and examples that have been taught, reviewed, and applied.

10. *How do I score learning behaviors for students with IEPs?*

Students with IEPs are still working on grade-level learning behavior expectations. These students should be scored based on age/grade level developmental expectation as outlined in the indicators and examples.

11. *Is there a quick reference tool for the learning behavior examples?*

There has been a chart created that summarizes the learning behavior examples referenced on the HCPSS website. Keep in mind that this chart does not include all examples, nor is it a checklist. This is a tool, along with the indicators, to help clarify each learning behavior. To download the chart, visit:

https://drive.google.com/open?id=1A_sJVlk7UeWJlk8JDODpcUJZkEiDZfZF

A public hearing on the proposed 2020-2021 academic calendar is scheduled for October 17, 2019. The Board is scheduled to take action on November 7, 2019.

COMAR mandates the calendar include: • a minimum of 180 student days, • a minimum of 1,080 hours of instruction at the elementary and middle school levels, • a minimum of 1,170 hours of instruction at the high school level, and • a school day must be a minimum of three hours long.

Differences in Calendar Recommendations In many aspects the two calendar recommendations are very similar. The most significant differences between the two calendars are the start and end dates. Calendar Recommendation #1 starts school for students on August 25 during the last full week in August. Calendar Recommendation #2 starts school for students on August 31, the last day in August. The last official day of school for Calendar Recommendation #1 is June 10 (not including the six inclement weather days), while the last day of school for students for Calendar Recommendation #2 is June 15 (not including the six inclement weather days). Below you will find additional information regarding the differences between the two calendar recommendations.

Calendar Recommendation #1	Calendar Recommendation #2
First Day of School for Staff: Aug 17	First Day of School for Staff: Aug 20
Preservice Week: 6 Days	Preservice Week: 7 Days
First Day of School for Students: Aug 25	First Day of School for Students: Aug 31
End of 1st Qtr. – Oct 30	End of 1st Qtr. Nov 6
Full Day Professional Work Day: Nov 2	Half Day Professional Work Day: Nov 6
3hr Early Closing: HS only: Jan 20 - 22	3hr Early Closing: HS only: Jan 26 - 28
Full Day Professional Work Day: Jan 25	Full Day Professional Work Day: Jan 29
3hr Early Closing: Prof. Work Day: April 1	3hr Early Closing: Prof. Work Day: April 16
3hr Early Closing: Prof. Work Day: June 7	3hr Early Closing: June 8: Floating Day
Last Day of School for Students: June	10 Last Day of School for Students: June 15

Number of Days per Marking Period

Calendar Proposal	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Recommendation #1	46	47	45	42
Recommendation #2	46	48	46	40

Full and Early Closing Days and Hours Attended: Recommendation #1

Level	Number of Full Days	Number of Three Hour Early Closings	Total Hours Attended	MSDE Required Hours
Elementary	171	9	1,143 Hours	1,080
Middle	173	7	1,194 Hours	1,080
High	170	10	1,185 Hours	1,170

Full and Early Closing Days and Hours Attended: Recommendation #2

Level	Number of Full Days	Number of Three Hour Early Closings	Total Hours Attended	MSDE Required Hours
Elementary	170	10	1,140 Hours	1,080
Middle	172	8	1,191 Hours	1,080
High	169	11	1,182 Hours	1,170

RECOMMENDATION #1

August 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
						2
						3
						4
						5
						6
						7
						8
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						14
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						30
						31

RECOMMENDATION #1

September 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	September holidays and other dates of interest 19 Rosh Hashanah (2 days) – Jewish (begins sunset of previous day) 28 Yom Kippur – Jewish – Jewish (begins sunset of previous day)		
	Schools and offices closed Yom Kippur					

RECOMMENDATION #1

October 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 S27	2 3
4	5	6	7	8 S32	9	10
11	12	13	14 S36	15 T7	16	17
				Professional Work Day MSEA Convention Schools closed for students		
18	19	20	21	22 S41	23	24
25	26	27	28	29 S46	30	31
				End of 1st marking period.		

RECOMMENDATION #1

November 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	18 2	3	4	5	S49/2Q3 6	7
8	Professional Work Day Schools closed for students 9	Election Day Schools and offices closed (State mandated holiday) 10	11	12	S54/2Q8 13	14
15	16	17	18	19	S59/2Q13 20	21
22	23	24	T9 25	26	27	28
29	S62/2Q16 30	SCHOOLS CLOSE 3 HOURS EARLY. NO HALF-DAY PRE-K/RECC. ES/MS PARENT/TEACHER CONFERENCES AND COUNTYWIDE HS PROFESSIONAL LEARNING.				
		SCHOOLS CLOSE 3 HOURS EARLY FOR PARENT/TEACHER CONFERENCES. NO HALF-DAY PRE-K/RECC.	SCHOOLS CLOSED FOR STUDENTS. PARENT/TEACHER CONFERENCES	THANKSGIVING HOLIDAY	SCHOOLS AND OFFICES CLOSED (STATE MANDATED HOLIDAY)	

RECOMMENDATION #1

December 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4 S66/2Q20	5
6	7	8	9	10 S71/2Q25	11	12
13	14	15	16	17 S76/2Q30	18	19
20	21	22 S79/2Q33	23	24	25	26
27	28	29 WINTER BREAK - Schools Closed		31 Schools and offices closed (State mandated holiday)	Schools and offices closed (State mandated holiday) December holidays and other dates of interest 11 Hanukkah (8 days) - Jewish (begins sunset of previous day) 24 Christmas Eve - Christian 25 Christmas Day - Christian 26 Kwanzaa (7 days) - African American/Interfaith	