

The Board of Education met in regular session Tuesday, January 12, 2010, at 6:00 p.m. in the Large Classroom at George Caleb Bingham Middle School, 1716 South Speck Road, Independence, Missouri.

Members Present: Mr. Blake Roberson, President
Mr. Ken Johnston, Vice President
Mrs. Ann Franklin, Treasurer
Mrs. Susan Jones, Director
Mrs. Jana Waits, Director
Mr. Ira Anders, Director
Dr. Matt Mallinson, Director

Also Present: Dr. Jim Hinson, Superintendent
Mr. Dred Scott, Mr. Dale Herl, Dr. Gary Hogue, Mr. Jason Dial, Ms. Sandi Kiehne, Dr. Gloria Stephenson, Ms. Cindy Konomos, Mr. Bob Robinson, Mrs. Nancy Lewis, Mr. Dick Bartow, Mr. Bill Hess, Ms. Kelly Evenson of *The Examiner*, INEA, PTA, interested patrons and staff, and Mrs. Annette Miller.

The meeting was called to order by the President, Mr. Blake Roberson, and minutes of the meeting were recorded by the secretary, Mrs. Annette Miller.

Ira Anders made the motion to approve the January 12, 2010 Agenda as printed. The motion was seconded by Jana Waits and unanimously approved by the Board of Education.

Dr. Hinson stated that the Consent Agenda includes the normal approval consideration for School District bills and also approval of pier work at Thomas Hart Benton Elementary School that needs to be completed before summer renovation projects begin.

The motion was made by Ira Anders to approve the January 12, 2010 Consent Agenda as printed.

Minutes - Board meetings December 8 and December 18,, 2009 as printed
Approval of January 12, 2010 List of Bills totaling \$11,693,835.20
Personnel Recommendation #12.

- A. Employment of Certificated Staff Effective January 4, 2010.
 - 1. Tara Brooks, Spanish Teacher/Jim Bridger Middle School.
- B. Employment of Certificated Staff for the 2009-2010 School Year.
 - 1. Jeffery Floyd, Physical Education Teacher

The motion was seconded by Ken Johnston and unanimously approved by the Board of Education.

Dr. Hinson discussed that the recent snow days (4) will be made up at the end of the school year. He also said that other possibilities could be discussed. The Facilities Department employees spent 575 hours clearing snow and ice from the school/facilities sites during the recent inclement weather. He commended the employees for their hard work during this past weather storm. School activities were cancelled including Truman High School who had to reschedule their court warming event until tonight.

Jana Waits made the motion, second by Ken Johnston, that the Board of Education approves this as the second and final reading of changes to Board of Education Policies 4210 and 4850. The motion was unanimously approved by the Board of Education. (Pages 10317-18)

Dr. Hinson discussed the Race to the Top Proposal. He said it is a moving target because there is a lot of information that Districts do not know. DESE is still receiving updates/changes from the U.S Department of Education. The School District still wants to see the final MOU (Memorandum of Understanding). School Districts were given a time frame in which to indicate their interest in participating. We submitted our initial agreement to participate with an opt out inclusion clause before the proposal is finalized. There are several issues that need clarification: Charter schools, teacher pay tied to performance (merit pay issue), etc. Dr. Hinson met with the INEA president to include their signed MOU in the packet and they also have some questions.

Ann Franklin made the motion that the Board of Education ratifies approval of the Independence School District's non-binding intent to participate in the Race to the Top Proposal as presented by the Missouri Department of Elementary and Secondary Education. The motion was seconded by Ira Anders and unanimously approved by the Board of Education. (Pages 10319-24)

PERSONNEL SERVICESCertificated StaffPersonnel Assignment and TransferTransfer Request and Vacancies

- A. Right of District to Determine Assignment. An employee accepting employment with the district agrees to accept the building assignment of the Superintendent or designee.
1. When making the decision about a transfer, the Superintendent or designee will consult with the affected building principals.
 2. An employee will not be placed under the direct supervision of a member of the employee's immediate family (father, mother, son, daughter, sister, brother, or spouse).
 3. Staff transfers may be initiated by administrative directive or by staff request.
- B. Voluntary Transfers. An employee may request a change in grade or subject assignment, or a transfer to a position in another building.
1. The transfer request shall be made on the District Assignment and Transfer Request Form which will be available in the Human Resources Office.
 2. Requests shall be active for a given school year and must be renewed annually to receive proper consideration.
 3. An employee must accept the transfer requested unless the employee has notified the Superintendent or designee in writing of a desire to withdraw the request.
 4. A notice to withdraw a request for transfer must be received by the principal and the Superintendent or designee before the date on which notification of transfer is sent to the employee.
- C. Vacancies. The District will post notices of all vacancies on the District website and in all relevant district buildings.

PERSONNEL SERVICESPolicy 4850
(Regulation 4850)Staff WelfareStaff Dispute ResolutionA. Board Grievance Policy.

1. The Board of Education recognizes that in any workplace misunderstandings and disputes arise. If left unresolved, these disputes could undermine staff morale and can interfere with the educational mission of the District.
2. The Board has adopted a formal process for dispute resolution that encourages employees to resolve concerns quickly and at the most immediate administrative level.
3. This Policy does not limit the right of any employee to file grievances under Board Policy Regulation 4810 – Sexual Harassment, or Policy and Regulation 1310 – Civil Rights, Title IX, Section 504.

Missouri Department of Elementary and Secondary Education
Race to the Top Proposal
Resolution for Local Education Agencies

WHEREAS, The Missouri Department of Elementary and Secondary Education (DESE) will apply to the U.S. Department of Education to secure funding under the Race to the Top Program; and,

WHEREAS, The Race to the Top Program is designed to support comprehensive and innovative educational reforms in defined areas to significantly improve outcomes for all students; and,

WHEREAS, The Race to the Top Program funding will be directed among other things to support local education agencies in developing and implementing these innovative reforms; and,

WHEREAS, The reform strategies to be undertaken with Race to the Top Program funding align with the vision of educational excellence for all students held by this Board and by the leadership of the District; and

WHEREAS, The Race to the Top Program application must be completed with speed and comprehensiveness; and,

WHEREAS, This Board may not meet during the period between the date of this Resolution and the due date of the proposal for funding; and

WHEREAS, This Board wishes to participate with DESE in the Race to the Top Program; now, therefore, be it

RESOLVED, That the Independence School District Board of Education authorizes Dr. Jim Hinson, Superintendent of Schools, and Mr. Blake Roberson, President of the Board of Education, in their discretion, to commit to activities pursuant to the Race to the Top Program, including but not limited to, the execution of a Memorandum of Understanding with DESE describing the Independence School District's commitment and participation in the Race to the Top competition; and therefore be it further

RESOLVED, That the Superintendent will report to this Board about actions taken pursuant to the foregoing paragraph at the earliest date practicable.

**Missouri Department of Elementary and Secondary Education
Race to the Top Proposal Development
LEA Non-Binding Indicator of Participation**

County/District Code: 048-077

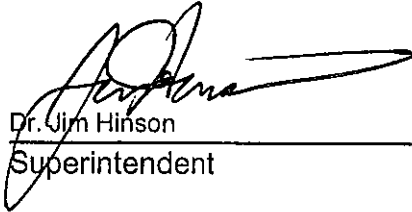
The Independence 30 School District is interested in participating with DESE in the Race to the Top proposal development and in implementing the innovations that will come out of it.

Our particular areas of interest are:

- 1) Universal (standards and assessments, and data to support instruction)
- 2) Selected:
- Teacher and leader quality
 - Turning around struggling schools
 - STEM
 - Not sure at this time

I will be asking my board to vote on the resolution regarding the Memorandum of Understanding that I have received.

Yes No


Dr. Jim Hinson
Superintendent

December 8, 2009

Date

jim_hinson@indep.k12.mo.us

Email

816-521-5300

Phone

Please return this form via fax to 573-751-1179 or 573-751-8613 or via email to robin.barbour@dese.mo.gov by December 9, 2009. If you have any questions, contact your area supervisor of instruction or the Commissioner's Office at 573-751-3563 or email above address.

Thank you for your assistance.

VI. SIGNATURES

LEA Superintendent (or equivalent authorized signatory) - required:

Signature/Date

Print Name/Title

President of Local School Board (or equivalent, if applicable):

check if not applicable

Signature/Date

Print Name/Title

Local Teachers' Union Leader (if applicable):

check if not applicable

Christopher Eager *01/06/2010*

Signature/Date

Christopher Eager *President INEA*

Print Name/Title

Authorized State Official - required:

By its signature below, the State hereby accepts the LEA as a Participating LEA.

Signature/Date

Print Name/Title

**Please return the fully executed MOU by January 8th, 2010 no later than 4:00 pm to:
Barb LePage via email: barb.lepage@dese.mo.gov or fax to 573-751-1179**

I sign the Participating LEA Memorandum of Agreement (MOU) on behalf of the Independence National Education Association (INEA) with strong reservation for the following reasons:

- We share the same concerns raised in the letter sent by Missouri NEA to accompany the state's RT3 grant application.
- We are asked to support the state's plan but have not yet been given the opportunity to read that plan.
- We are not clear how our support can be withdrawn once the final version of the state plan is written and implementation begins.

I sign the MOU under the following conditions:

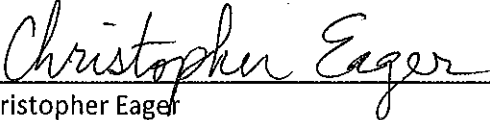
- Nothing in this MOU shall be construed to override any rights or duties as provided by collective bargaining law or collective bargaining agreements.
- The LEA and the INEA agree to negotiate in good faith, and those portions of the Final Scope of Work subject to collective bargaining shall be implemented only upon the agreement of the LEA and INEA.
- Any action to develop a performance, salary and contribution model or a new or revised evaluation system shall be done in collaboration with INEA.
- The District will not submit the Final Scope of Work unless mutually agreed with INEA.

Finally, in order to be meaningful partners in this application, we seek to understand what foresight and planning has already taken place in the district, and ask the following questions of our school board and administration:

1. Why would our district sign on to a plan that we haven't seen? (National School Board Association's Guidance on Race to the Top for Local School Board Members states "Since your district is not required to participate, you do not have to sign a Memorandum of Understanding or any other binding agreement until you have the opportunity to review the state plan and offer suggestions if necessary.")
2. Why is our school district choosing to participate? Besides the funding, what will the potential benefits of our involvement?
3. Does our school district have the capacity to take on and sustain what's required in the state's RT3 plan since this is probably one-time funding?
4. Federal guidelines require more accountability and reporting than ever before. Who will be assigned to that responsibility and what do you see as the additional staffing requirements to meet state and federal expectations?
5. How will signing on to the plan influence local decisions we're currently making?
6. What are your expectations for involving staff members in the design and implementation of the local plan?

7. Has district leadership discussed the mechanism by which we would withdraw from the plan? If so, would you briefly describe the discussion?
8. What requirements will we have to meet in the state plan even if we don't get funding directly from the RT3 grant?
9. What is the highest amount of funding the district hopes to obtain? Is this enough of a financial incentive to implement and sustain the changes being promoted?
10. What portions of the state plan do you see as being "bold and innovative" for our district?
11. Has the district discussed the consequences for poor performing schools or districts "not performing" in RT3 implementation (charters, choice, consolidation)? If so, please briefly describe the discussion.

Independence National Education Association
Exclusive Representative of District Teachers



Christopher Eager
INEA President

01/06/2010
Date

A discussion was held on the Appeal of INEA Grievance/Imposition of a dress Code.

Christopher Eager, President of Independence National Education Association, addressed the issue. He stated that he had worked with the Superintendent during the last year and a half regarding this issue. He said the grievance is about building collaboration and relationships. He shared a statement with the group: Rules without relationships Results in Rebellion. He said a limitation on had been set on elementary teachers on wearing jeans to school and in the classroom and that it has become a morale issue. They are being asked to comply with a rule without having a relationship with that person. He also said teachers are not allowed to wear gym shoes, jeans to some events, and they could not wear jeans to school on scheduled work days when parents and students were not present. Several schools conducted Walk-A-Thons and teachers were told to dress up for a meeting and then they could change before the Walk-A-Thon. He discussed this with the Superintendent and learned that the Board makes policies and they did not want to establish a policy. He shared a copy of an e-mail sent to Dr. Hinson. In the information he also identified how specific schools addressed the issues of dress expectations. He said the 10 day limitation was still being used by the elementary schools. Due to the failure of reaching a resolution, INEA then filed the grievance. He said the Superintendent refers to supervisors being the decision makers. He said that some people have suggested that teacher's dress codes impact student achievement but that there was little research to support this issue. He said it is an attempt to develop professional dress in the buildings. He stated that administrators and teachers need to have a collaborative agreement on this and not just have teachers complying with a rule and that a mutual understanding needs to be reached. He said that language addressing District dress code needs to be in the handbooks of all the schools. He said a professional relationship between principals and employees needs to be developed. He requested that INEA participate in the teacher orientation sessions and conduct a workshop on professional dress, etc. That would allow INEA to be the bad guy. They look forward to the Board's discussion and response to this issue.

Janet Gibbs, principal at Santa Fe Trail Elementary School, said that principals and teachers are charged with the community's highest standard for achieving student goals. She discussed this with her staff and outlined professional dress guidelines. She also said that professional dress does promote the perception of that school and it has an influence on students, families, etc. She said there does not need to be a Board policy but expectations should be presented to all staff and this promotes the culture of the elementary schools.

Cindy Grant, principal at Randall Elementary School, said that a collaborative environment is very important for each school and that staff have an important role in our community. She said she shares clear expectations with her staff and that professional appearance is part of that information. Teachers are role models and it does matter how we present ourselves each day and we should take pride in our community schools. She also said that the observance of our appearance creates a lasting impression and that our students and community deserve the best.

Dr. David Hunt, principal of Blackburn Elementary School, said it is the duty as building administrators to set professional standards for themselves and staff. He said that he uses three ways to make decisions for his building: gives the issue to the teachers; talk and collaborate together as a group; and then sometimes he makes the decision regarding a matter - which he has only done three times during his administration. He thinks that parents should be able to recognize staff when they enter the building. He believes that all staff should project and model themselves as the professionals they are and that this sends a very important message to students, parents, and the community.

Mr. Anders said that he understands the principals' point of view. He said consistency is important and believes this issue can be resolved. He would like for the elementary, middle and high school principals to come to an agreement on this issue. He recommends they collaborate on a district-wide dress code. He also said that maybe this is creating a solution for a problem that really hasn't happened but the Board will talk about it. He also said that just because Board members are in the buildings, employees should not be dressed or act differently.

Mrs. Franklin said that dress codes/expectations have evolved over the last few decades. She also does not want staff to think they have to "dress up" when Board members are in their buildings.

Mr. Roberson thanked everyone for their comments and asked that suggestions be sent to Dr. Hinson and that the Board will bring a resolution to the next meeting.

Dr. Hinson introduced Mr. Dick Bartow and Mr. Bill Hess to present information on the \$25,000,000 General Obligation Bond Issue. Mr. Bartow congratulated the Board on the approval of the \$85 million Bond Issue. He commends the Board for taking advantage of the November election opportunity. He also expressed congratulations to the patrons for their support of the Bond Issue. He is recommending locking in selling the first

\$25 million of General Obligation Bonds. He has met with Standard & Poors and affirmed the School District's AA-rating. He stated that part of these Bonds will pay off previous lease purchases that are currently being paid out of the Operating Fund. This will free up some Operating Fund money that can be spent on students. This will also allow for a little upfront money for various District projects that are starting. He said they will be back in May or June with the rest of the Bond money and hopefully some of it will be in interest free Bonds. Currently, these Bonds will sell at 3.97 percent and there could not be a better time to borrow money. He reviewed various Bond finance information. He said his company had worked hard with the State to change the cost of Bonds to \$1,000 per issuance. Mr. Hess referred to the Resolution that had been presented for the Board's consideration and approval. Mr. Roberson said the Board of Education appreciated Mr. Bartow's, Mr. Hess's, and George K. Baum's assistance through the Bond Issue process.

Susan Jones, made the motion that the Independence School District Board of Education approves the following Resolution:

RESOLUTION AUTHORIZING AND DIRECTING THE ISSUANCE AND DELIVERY OF \$25,000,000 PRINCIPAL AMOUNT OF THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI TAX-EXEMPT GENERAL OBLIGATION SCHOOL BONDS, SERIES 2010A (MISSOURI DIRECT DEPOSIT PROGRAM); PRESCRIBING THE FORM AND DETAILS OF SAID BONDS AND AUTHORIZING AND APPROVING CERTAIN RELATED DOCUMENTS, MATTERS AND ACTIONS IN CONNECTION WITH THE ISSUANCE OF SAID BONDS.

The motion was seconded by Jana Waits and unanimously approved by the Board of Education. (Pages 10327-28)

Dr. Hogue presented the proposed School District calendar for the 2010-2011 school year. He stated that school year will begin on August 18, 2010. Mr. Anders said that he appreciates and thinks the half days that have been included in the calendar will be beneficial for the teachers.

Ira Anders made the motion that the Board of Education approves the 2010-2011 School District Calendar as presented. Ken Johnston seconded the motion and it was unanimously approved by the Board of Education. (Page 10329)

Mr. Herl presented the 2008-2009 School District audit for approval. He reviewed the Management Letter and discussed items that the District is addressing: transporting students under one mile, and credit card receipts. He explained how the economy is impacting our budget as well as the decrease in taxes collected. He stated that overall this was a good audit report.

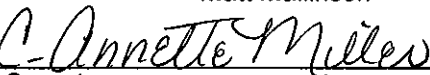
Ann Franklin made the motion that the Board of Education approves the audit for the 2008-2009 school year as presented. The motion was seconded by Ira Anders and unanimously approved by the Board of Education.

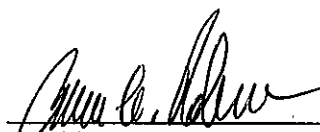
Dr. Hinson and Bob Robinson provided an update on Bond Issue projects including: Blackburn - their gym design is complete; the elementary school design will be completed by March and then the grading will begin; still researching and evaluating sites in the west for a new elementary school; the final meeting is scheduled for January 13 on Truman High School's band/gym addition design; still working on the design for Van Horn; there are a number of roof bids that are out; and also working on designs for Luff, Thomas Hart Benton, and William Chrisman High School.

Matt Mallinson made the motion, second by Ken Johnston at 7:26 p.m. to adjourn the meeting and go into executive session for legal, real estate, and personnel. The motion was approved by the Board of Education as follows:

Ayes: Blake Roberson
Ken Johnston
Ann Franklin
Susan Jones
Jana Waits
Ira Anders
Matt Mallinson

Absent:


Secretary


President

January 6, 2010

The District and INEA agree that the District will not submit the Final Scope of Work as required by the Race to the Top Memorandum of Understanding unless mutually agreed.

Christopher Eager

01/06/2010

Christopher Eager, INEA President

Jim Hinson

1-6-2010

Jim Hinson, Superintendent, Independence School District

RESOLUTION AUTHORIZING AND DIRECTING THE ISSUANCE AND DELIVERY OF \$25,000,000 PRINCIPAL AMOUNT OF THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI TAX-EXEMPT GENERAL OBLIGATION SCHOOL BONDS, SERIES 2010A (MISSOURI DIRECT DEPOSIT PROGRAM); PRESCRIBING THE FORM AND DETAILS OF SAID BONDS AND AUTHORIZING AND APPROVING CERTAIN RELATED DOCUMENTS, MATTERS AND ACTIONS IN CONNECTION WITH THE ISSUANCE OF SAID BONDS.

WHEREAS, by the authority of a resolution adopted June 29, 2006, the Board of Education of The School District of the City of Independence, Missouri (the "**District**") authorized and the District entered into an Equipment Lease-Purchase Agreement, dated as of June 29, 2006 in the original principal amount of \$6,919,363 (the "**Series 2006 Lease**") for the purpose of acquiring certain equipment to effect energy savings at various District schools, and the Series 2006 Lease has a remaining principal balance of \$5,929,290.33.

WHEREAS, by the authority of a resolution adopted on August 26, 2008, the Board authorized a Site Lease dated as of September 1, 2008 (the "**Site Lease**") between the District and the Missouri School Boards Association (the "**Association**") pursuant to which the District leased certain real property owned by the District and the improvements thereon (the "**Project Site**") to the Association, the Association leased the Project Site back to the District pursuant to a Lease Agreement dated as of September 1, 2008 (the "**Lease**"), the District approved the issuance of certificates and the Association and Commerce Bank, N.A., as trustee (the "**Series 2008 Trustee**") under a Trust Indenture dated as of September 1, 2008 (the "**Indenture**"), caused to be issued Insured Lease Participation Certificates (The School District of the City of Independence, Missouri Project), Series 2008B, in the principal amount of \$4,110,000 (the "**Series 2008 Certificates**"), to provide funds to pay the costs of acquisition of certain existing school facilities and construction and installation of improvements thereto (the "**Series 2008 Project**"); and

WHEREAS, by the authority of a resolution adopted on June 9, 2009, and pursuant to the Site Lease, the Board authorized the District to enter into a First Amendment to Lease Agreement, dated as of June 1, 2009 (the "**Amended Lease**") between the District and the Association, and approved the issuance of Insured Lease Participation Certificates (The School District of the City of Independence, Missouri Project), Series 2009C, in the principal amount of \$10,290,000 (the "**Series 2009 Certificates**"), to provide funds to pay or reimburse the District for the acquisition, construction, renovation, improvement, furnishing and equipping of school facilities (the "**Series 2009 Project**"); and

WHEREAS, pursuant to proceedings duly had, a special bond election was held in the District on November 3, 2009, for the purpose of submitting to the qualified voters of the District the question of whether to borrow money in the amount of \$85,000,000 for the purpose of building elementary school buildings, acquiring properties for school purposes, renovating, repairing and improving existing school buildings and furnishing and equipping the same, and to issue general obligation bonds of the District for the payment thereof; and

WHEREAS, at said election more than four-sevenths ($\frac{4}{7}$) of the qualified voters of the District voting at said election voted in favor of issuing the bonds of the District in said amount for said purpose, the vote at said election having been found and declared to be 7678 votes for the issuance of said bonds and 3517 votes against the issuance of said bonds; and

WHEREAS, the Board of Education of the District does hereby find and determine that it is necessary and desirable at this time to authorize the issuance of \$25,000,000 principal amount of General Obligation School Bonds Series 2010A (Missouri Direct Deposit Program) (the "**Bonds**") for the purpose of building elementary school facilities, acquiring properties for school purposes, renovating, repairing and improving existing school buildings and furnishing and equipping the same (the "**Series 2010 Project**") and in connection therewith, redeeming, retiring and refunding the outstanding Series 2008 Certificates and Series 2009 Certificates, and paying the costs of issuing the Bonds.

WHEREAS, the Bonds issued hereunder shall be payable from and secured by a pledge of state aid payments and certain distributions to be made by the State of Missouri to the District under the Missouri School District Direct Deposit Program administered by the Missouri Health and Educational Facilities Authority, as herein provided;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE SCHOOL DISTRICT OF THE CITY OF INDEPENDENCE, MISSOURI, IN MEETING DULY ASSEMBLED:

**INDEPENDENCE PUBLIC SCHOOLS
2010-2011 SCHOOL CALENDAR**

| JULY 2010 | | | | | AUGUST 2010 | | | | | SEPTEMBER 2010 | | | | | OCTOBER 2010 | | | | | |
|--|----|----|----|----|--|----|----|----|----|---|----|----|----|----|--|----|----|----|----|---|
| M | T | W | T | F | M | T | W | T | F | M | T | W | T | F | M | T | W | T | F | |
| | | | 1 | 2 | 2 | 3 | 4 | 5 | 6 | | | 1 | 2 | 3 | | | | | 1 | |
| 5 | 6 | 7 | 8 | 9 | 9 | 10 | 11 | 12 | 13 | 7 | 8 | 9 | 10 | 4 | 5 | 6 | 7 | 8 | | |
| 12 | 13 | 14 | 15 | 16 | 16 | 17 | 18 | 19 | 20 | 13 | 14 | 15 | 16 | 17 | 11 | 12 | 13 | 14 | 15 | |
| 19 | 20 | 21 | 22 | 23 | 23 | 24 | 25 | 26 | 27 | 20 | 21 | 22 | 23 | 24 | 18 | 19 | 20 | 21 | 22 | |
| 26 | 27 | 28 | 29 | 30 | 30 | 31 | | | | 27 | 28 | 29 | 30 | 25 | 26 | 27 | 28 | 29 | | |
| Student Attendance - 10 Teacher Contract - 15 | | | | | Student Attendance - 21 Teacher Contract - 21 | | | | | Student Attendance - 19 Teacher Contract - 21 | | | | | | | | | | |
| NOVEMBER 2010 | | | | | DECEMBER 2010 | | | | | JANUARY 2011 | | | | | FEBRUARY 2011 | | | | | |
| M | T | W | T | F | M | T | W | T | F | M | T | W | T | F | M | T | W | T | F | |
| 1 | 2 | 3 | 4 | 5 | | | 1 | 2 | 3 | 8 | 9 | 10 | 11 | 12 | | | 1 | 2 | 3 | 4 |
| 8 | 9 | 10 | 11 | 12 | 6 | 7 | 8 | 9 | 10 | 10 | 11 | 12 | 13 | 14 | 7 | 8 | 9 | 10 | 11 | |
| 15 | 16 | 17 | 18 | 19 | 13 | 14 | 15 | 16 | 17 | 17 | 18 | 19 | 20 | 21 | 14 | 15 | 16 | 17 | 18 | |
| 22 | 23 | 24 | 25 | 26 | 20 | 21 | 22 | 23 | 24 | 24 | 25 | 26 | 27 | 28 | 22 | 23 | 24 | 25 | 26 | |
| 29 | 30 | | | | 27 | 28 | 29 | 30 | 31 | 31 | | | | | 28 | | | | | |
| Student Attendance - 19 Teacher Contract - 19 | | | | | Student Attendance - 16 Teacher Contract - 16 End of First Semester, Dec. 22 | | | | | Student Attendance - 19 Teacher Contract - 20 | | | | | Student Attendance - 17 Teacher Contract - 19 | | | | | |
| MARCH 2011 | | | | | APRIL 2011 | | | | | MAY 2011 | | | | | JUNE 2011 | | | | | |
| M | T | W | T | F | M | T | W | T | F | M | T | W | T | F | M | T | W | T | F | |
| | | 1 | 2 | 3 | 4 | | | | | 1 | 2 | 3 | 4 | 5 | 6 | | | 1 | 2 | 3 |
| 7 | 8 | 9 | 10 | 11 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 6 | 7 | 8 | 9 | 10 | |
| 14 | 15 | 16 | 17 | 18 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 13 | 14 | 15 | 16 | 17 | |
| 21 | 22 | 23 | 24 | 25 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 20 | 21 | 22 | 23 | 24 | |
| 28 | 29 | 30 | 31 | | 25 | 26 | 27 | 28 | 29 | 30 | 31 | | | | 27 | 28 | 29 | 30 | | |
| Student Attendance - 20 Teacher Contract - 20 | | | | | Student Attendance - 19 Teacher Contract - 20 | | | | | Student Attendance - 15 Teacher Contract - 16 <small>Anticipated Final Student Attendance Day, May 20, 2011</small> | | | | | <u>Summer School</u> May 31 through July 1, 2011; Grades K-12 | | | | | |

-  Non-Student Attendance/Non-Contract
-  Non-Student Attendance/Professional Development
-  Non-Student Attendance/Contract Day
-  Early Release Grades K-12

ELEMENTARY/SECONDARY

| | |
|----------------|------------|
| First Quarter | 42 |
| Second Quarter | 43 |
| Third Quarter | 45 |
| Fourth Quarter | 45 |
| Total | 175 |

TEACHER CONTRACT DAYS

| | |
|----------------|------------|
| First Quarter | 47 |
| Second Quarter | 45 |
| Third Quarter | 48 |
| Fourth Quarter | 47 |
| Total | 187 |

***All Attendance and contract days that are postponed due to inclement weather will be added to the end of the calendar. (** are protected as potential attendance and contract days)*

Student Evaluation Schedule

| | |
|------------------------------|--|
| First Quarter (Grades K-5) | August 18, 2010 through October 15, 2010 |
| First Trister (Grades 6-12) | September 27, 2010 |
| Second Trister (Grades 9-12) | November 5, 2010 |
| End of First Semester | December 22, 2010 |
| Third Quarter (Grades K-5) | January 4, 2011 through March 11, 2011 |
| Fourth Trister (Grades 9-12) | February 16, 2011 |
| Fifth Trister (Grades 9-12) | April 8, 2011 |
| End of Second Semester | May 20, 2011 |