

Who will be responsible for running the Monday (fifth-day) activities? Will teachers be forced to work every Monday?

No - every teacher will be assigned *one float day per school year*, thus creating a rotating schedule. Between that scheduled float day, as well as the opportunity for teachers to work additional Monday opportunities, teachers would have the opportunity for an increase in pay and the Monday activities will be staffed.

When will employee calendars and salary schedules be completed?

There are 30+ different salary guides and multiple calendars that the ISD will need to modify if the board votes to move to a four-day instructional week. If that vote takes place at the December monthly board meeting, ISD will put out this employee information by March 1.

Will pay for substitute teachers increase if the school days become longer?

Yes - the daily rate for substitute teachers will increase. That amount has not yet been determined.

If the ISD moves to a four-day week, is there a plan to bring back Career Ladder for teachers?

Yes - the ISD does plan to bring back Career Ladder. Those plans have not yet been finalized.

How were the committees for this initiative formed?

As with any committee brought together to work on something that impacts the students and staff of the ISD, district leadership cast a wide net among the ISD population to ensure broad, fair, and accurate representation. In an effort to include parents as partners in decisions affecting their children and families, a committee of parents, staff, and community representatives was formed. Representatives from local businesses, the three collective bargaining units, local nonprofits, current ISD students, and other community partners were also included in the committees. Recommendations for committee members were based on outreach to administrators, the Chamber of Commerce, and people who work in the schools. The time commitment of a committee member is extensive; not everyone recommended was interested or able to join. The pool of prospective committee members was narrowed to the number needed to address the tasks at hand within a reasonable and timely manner.

There are three committees: Calendar Committee, Early Education / Kids' Safari Committee, and Fifth-Day Committee. They began meeting in September and October, and will continue to do so until they meet committee objectives. Upon its completion, all of the work will be presented to the Board of Education at future monthly board meetings.

If the four day instructional week is approved, will it go into effect next year?

Yes - if approved by the Board of Education, the four-day school week would begin August 2023, for the 2023-2024 school year.

What day will be the day off on the calendar?

Monday - most national holidays fall on Mondays, so we've always had a handful of Mondays scheduled off anyway during the school year. Monday off is the best option to both accommodate families and stay within the parameters of the state-mandated start date and a school year end date prior to Memorial Day.

Will meals be provided on the Mondays we don't have school?

The district will provide meals on the Mondays that school is not in session. The logistics have not been finalized, but this will likely work the way that Kids' Safari does at combined sites when school is not in session. We will not offer meals at every building on Mondays, but all ISD families and staff are welcome to eat at any site where meals are offered.

Will teachers be forced to work the 5th day?

During most months, teachers will come in for one day. That time will be designated as either a "work day" or a "professional development day." Outside of that one day, teachers will have all the Mondays off that students do.

There will be an opportunity for teachers to earn extra income by coming in on Mondays to help run the enrichment opportunities for students: tutoring, clubs, remediation, etc. Staff would be paid for this time and it would be voluntary. The district is also looking at expanding Career Ladder opportunities to allow for more teacher participation. If the Board of Education approves a four-day school week for the 2023-2024 school year, the district will work to finalize further details such as specific opportunities, hours, and pay.

I am an ISD employee. Will this affect my sick time or personal leave time?

No - the change to a four-day instructional week will not affect the amount of sick time or personal leave time offered to employees.

I am a classified ISD employee. How would the move to a four-day school week affect my pay?

For most classified employees, the number of hours will remain the same. Instead of working five shorter days, you'll work four longer days. We are aware that there is a small number of employee groups whose hours would decrease because of the move to a four-day week, and this is something district leadership is looking at very closely. The goal is to find a way to make adjustments, either by offering work hours in other roles on the "fifth day" or by adjusting pay, so that none of our employees will face a loss of pay, if possible.

Will summer school continue to be four days a week as it was last summer?

Summer Success 2022 is the first time the ISD held summer school four days a week instead of the traditional five days for K-12. Though no formal survey was conducted, the general consensus among staff and students was that the four-day school week model was preferred. Regardless of whether the 2023-2024 school year calendar has a four-day or five-day school week, Summer Success will stay on the four-day model for all levels offered (K-12).

Will practices and games continue on Mondays?

Yes - practices and games will continue on Mondays. Transportation to practice will be provided for MSHSAA-sponsored activities.

Will extra recess time occur during the day at elementary schools?

Yes - if we move five days worth of school time into four days, the instructional time and passing time will be adjusted to scale. This means there will be additional recess time added.

Will early release time continue at the high schools?

No - early release would not continue. Activities that students and staff participate in during current early release times will be incorporated into either during the four-day school week or during Monday professional development or work day time.

How often will 5th day enrichment opportunities be offered for students?

Enrichment opportunities will be offered on the Mondays in which staff does not have a professional development day or work day scheduled.

What opportunities is the district exploring for parents who work five days a week?

The district has increased its offerings for childcare services. Some families will see a decrease in the amount they pay for childcare due to the information presented below, as well as taking into consideration that due to the longer school day, some families may no longer need childcare at the end of the school day.



KIDS' SAFARI / CHILDCARE COMPARISON CHART

LEVEL	CURRENT / 5-DAY WEEK	4-DAY WEEK	FIFTH DAY / SNOW/PD DAYS
Birth - 2 Early Education	No change: Mon-Fri \$210/week	No change: Mon-Fri \$210/week	Not applicable
Ages 3 - 5 Pre-K	Mon-Fri \$100/week Before AND After School Care \$80/week Before OR After School Care \$60/week	Tues-Fri \$80/week Before AND After School Care \$65/week Before OR After School Care \$50/week	Currently (5-day week) not available 4-day week: \$40/day, \$55/single-use Combined site locations
K-8	Mon-Fri Before AND After School Care: \$70/week Before OR After School Care: \$50/week, \$20/single-use	Tues-Fri Before AND After School Care: \$55/week Before OR After School Care: \$40/week, \$20/single-use	Currently (5-day week) \$45/day 4-day week: \$30/day, \$45/single-use Combined site locations

Will the middle and high school levels keep the modified block schedule they currently follow or will it move to a traditional eight-period schedule?

While no final decision has been made, we believe that a traditional eight-period day is what we will implement. Every attempt will be made to double block lab classes.

When will a calendar be available to see?

2023-2024 five-day calendar:

<https://www.isdschools.org/wp-content/uploads/2022/11/5-Day-Week-2023-2024-Calendar.pdf>

2023-2024 four-day calendar:

<https://www.isdschools.org/wp-content/uploads/2022/11/4-Day-Week-2023-2024-Calendar.pdf>

How long will the school day be?

4-day week: no school most Mondays
School Week = Tuesday - Friday

	current	4-day
Tier 1	7:15 am - 2:25 pm	7:10 am - 2:55 pm
Tier 2	8:12 am - 3:22 pm	8:05 am - 3:50 pm
Tier 3	9 am - 4:10 pm	8:50 am - 4:35 pm

Total school day increase = 35 minutes

Will teacher plan time increase during the instructional day?

We expect teacher plan time to increase. In moving to a four-day school week, the instructional day is longer, therefore the planning period would increase as well.

Does moving to a four-day week decrease my special education student's IEP minutes?

Students who qualify for special education services would continue to have the same number of service minutes, but this would be done over the course of a four-day week instead of five.

If my student attends Herndon Center or Summit Tech, would the district continue to offer this as an educational option and still transport them to the school?

Yes - the district will continue to partner with other school districts to provide these educational opportunities and would also transport students to those schools.

Does student academic performance decrease when a four-day school week is implemented?

There has been a considerable amount of student achievement studies completed in which the research shows that academic achievement does not statistically increase or decrease when moving to a four-day school week.

What is the impact of a four-day school week on staff retention?

In Missouri the retention rate after 3 years is approximately 55% and drops to 45% after 5 years. Coupled with this, there is a relatively low age (52 depending on years of service) in which many staff can retire in MO with PEERS / PSRS. This has created more teachers leaving the profession. If a situation is created through the four day week in which staff want to stay in the profession and teachers are less likely to retire when they first reach the rule of 80, this solves a large aspect of the teacher shortage. It has been shown in districts that have adopted the four day week that retention increases and in many situations, retirement is put off to a later date by the employee.

How does the four-day week impact 12-month employees?

The four-day school week would not have an impact on twelve-month employees. Their work schedule and hours would remain as they currently are.

Why is the district looking at moving to a four-day school week?

The number one priority of school districts is to provide the best educational opportunities for its students. The best way to do this is to ensure the best staff possible because we know that all of the research says that the quality of the staff is the best way to have positive educational outcomes. We believe a four-day week certainly gives the ISD the best opportunity to ensure this occurs. Please take the time to watch the four videos the district has on our website as that will answer many more questions you may have of what the four day looks like.