



To: Dr. Terrell Yarbrough, Superintendent
Harlem School District #122 Board Members

From: Dr. Michelle Erb, Assistant Superintendent for Curriculum and Instruction
Dr. Jason Blume, Assistant Superintendent for Communications/Community Relations

Date: February 17, 2026

Subject: 2026-2027 District Calendar

Per Article V of the Collective Bargaining Agreement, “*Administration and Union will collaborate to propose the calendar. At least one (1) week before the Administration submits the proposed calendar to the Board for its approval, the proposed calendar shall be given to the Union members for their comments and suggestions. In the event of any proposed changes in the calendar, the Union members will be notified of the proposed changes by Administration.*”

After presenting the proposed calendar A (see attached) to District staff for their feedback, we received feedback from 130 staff members as follows:

Looks good to me

I would prefer the first day to be August 17th.

Looks good

Since you aligned with Rockford's Spring Break this year, it would only be fair to switch and align to hononegah's spring break for next year.

When are winter and spring break?

Personally, I would not want to go back so early in August and would rather start a week later and go a week later.

I can see the key dates but I cannot see the attached calendar. I really feel frustrated that everyone bases everything off of 205. My personal children's breaks were aligned with 205 this year and they do not attend 205.

In the email, it stated you were only able to align with one of the neighboring districts for the spring break dates, but it didn't state which one. Our current school year is aligned with Rockford, so I'm assuming the district we're aligned to for next year is again, Rockford. If it continues that Rockford and Hononegah are on different spring break schedules, could we possibly alternate years in order to help those of us whose children are in the Hononegah district?

Approved

The starting date is a little early in August. I suppose it would be ok, since we would get out sooner as well.

The start date is too soon. We should start a week later because other districts will be doing so too. It's nice to be done by Memorial Day weekend but a week before is very soon for families to get child care accommodations. Typically summer camps start after Memorial Day.

Starting august 10th seems so early!

Early Start balances well with an Early End

You haven't even begun to communicate the plan for reconfiguring your WHOLE district. Even starting school after Labor Day, you will be struggling to get this all done. Neighboring districts much smaller than Harlem spent 18 months planning and executing similar plans, and still struggled being ready for the start of school. Even a two week later start date would be optimistic. I have gone through 2 reconfigurations. You do not want to put this kind of stress on your employees or your families.

PLEASE move the start date back! That is way too early in August.

I don't like the how early school is going to start. That cuts into the kids summer time, family vacations, and time that kids could be spending outside. It's pretty hot in August so when the temp rises during those school hours the students are going to be inside for that day instead of being able to get their exercise outside. School is starting earlier and earlier it feels like and their summers are getting shorter.

No calendar in link to view. Please show complete calendar. ThankYou.

What dates did you pick spring break? Families need to be able to plan accordingly.

I approve

I like the three days in August for institute and PD with nothing in September.

I think that the schedule of pushing the start and finish back to align with other schools in the district is a great idea. As a staff member who travels from outside of the district to work, as I live in Durand, this would also align better with my son's school and my scheduling.

I do not think we need to start that early in the year, especially if that will give 1st and 4th quarters extra days.

I feel that this start date is too early. We have a lot of students who have family in other countries and they never start on time. This leads to a deficit starting out the school year. This is very harmful in high school. I feel that the start date should be later.

I approve 100%

I feel that school starts and ends much too early. This calendar makes it extremely difficult for SPED teachers to complete their summer workdays. It would be nice to actually have time to work on those SIP/PD days to compensate for that...or push everything back a week. Furthermore, there appears to be little effort to gather meaningful feedback from stakeholders regarding the academic calendar. Simply notifying us of the calendar does not fulfill the contract's expectation that "Administration and the Union collaborate."

The start date is very early. My children go to school in Roscoe and always start after us. This would make us even farther apart on start date.

Start a week later. Would rather have more time off in August than in May.

I love this calendar and how it will line up with other districts.

My opinion we need to start later there is still a ton of summer things and trips going on that week.

Looks good! Thank you for correcting last mail. This calendar looks great! Thanks again.

SIP Day after Winter Break is a pro! Student attendance starting on a Thursday is a pro! (They need a short week that first week.) Staff starting August 10 is a MAJOR con.... with all the changes happening at elementary, I have my doubts that staff will have enough time to be ready for students on August 14. I know we like to have the semesters balanced for secondary, but this may be a year when the entire district has to adapt for the good of one group.

I would like to see an Institute Day on October 9th instead of a SIP Day. It makes for a long day after a late night at Parent Teacher Conferences. It could flip with one of the Institute Days at the beginning of the school

year. It would make more sense to have a full day before we are getting ready for the school year. It would also be nice to push back the start day a few days and go a little later in May.

Looks good.

Does this proposed calendar provide enough prep time to prepare for the upcoming changes within the school district that will impact the 2026-2027 school year?

Why do we have so many SIP and PD and Institute days comparatively to other districts? Can we do less?

I don't like starting back on 8/10. Everything else looks great.

I really like this plan to align with RPS & Hono. At first, I was confused about spring break starting on a Friday, but realized it was Good Friday. I love that our SIP day attaches to it, so it gives families time to get sitters lined up or just take an extra day for their trip rather than a random Friday or Monday later on. I also like that that probably puts IAR after spring break *hopefully*. In a perfect weather world, I'd vote for coming back end of August and stay into June, but I know the masses wouldn't support me there. :)

The start and end date needs to be pushed back a week for the following reasons:

1.) Numerous teachers are having to pack up their classroom. This will take at least an entire week of our summer to do so. 2.) It will take an additional week of summer (up to two weeks) to set up their new classroom. A normal school year, I take up to two weeks to set up my classroom. It will now take three. 3.) Teachers need time to meet and plan with their new teammates and learn new grade material. 4.) Custodians will need extra time to move and clean buildings with all these changes. They will not have the buildings ready in time.

I like how the first day of school is on a Thursday and does not have students coming for a full week. I like the SIP day after winter break, students to return on a Tuesday. I am concerned that elementary buildings will not be ready for students that early in August with changes that are being made and maybe we need to push back a week and go one more week in May.

I like the soft start coming off of break. I also am a big fan of the mini-breaks (3 day weekends scattered throughout the calendar.) In terms of start and end, I prefer to match Rockford, but that is a moving target this year.

Overall, the calendar looks good.

I feel like August 10th is very early to start for staff. I personally would rather not have three staff days before student attendance. I think one SIP and one Institute is plenty. Putting that extra staff day somewhere else during the year would be far better use of the day, in my opinion.

Looks Good to me

The start date is concerning regarding the movement that will occur across the district this summer and prior to the next school year.

I would prefer not to start back so early, even if Rockford and Hononegah are choosing that. I'd also point out that for at least the past several years they have started quite a bit later than us, so maybe that had some influence on previous feedback to align with them. My daughter teaches in Rockford and my stepdaughter is in the Hononegah district, and they have typically been close to two weeks behind us to start the year.

I believe the calendar looks good.

Glad we are trying to align with other districts and equalize the semesters, but getting out May 21 is very early and starting early will make it difficult for SPED case managers who are traveling to prepare paperwork. Does getting out this early mean that moving forward we will begin very early in August? Also teachers who are moving buildings might benefit from a few more days before starting the year to get their new rooms ready and make lesson plans for their new roles.

This proposed calendar has us starting school a full week earlier than we typically do...which seems like an unnecessary strain on everyone considering all of the changes that will be happening over the summer...including many elementary staff needing to change buildings, etc. Perhaps pushing everything forward one week (which would look similar to the current school year) would be more prudent...and give

everyone some needed breathing/planning/logistics room before the next school year begins.

The only thing I dislike about the proposed calendar is the last day of school being on a Thursday. If we have one emergency day then that pushed the Institute day to the next Monday. Making staff come back for one day the next week after students are done.

I would rather start later in August than worry about getting done earlier in May. August 10th start date is too early- push it back.

There is absolutely no reason why we need to be done an entire week earlier than usual. May 21st is SO SO early!! Plus, how does that affect seniors? They'll be done with school before AP exams are even finished? Good luck getting them all to attend and take exams. I'd much rather start a week later than end that early.

Make Easter and spring break separate vacations. Teachers, students, and parents NEED the breaks to recharge and rest.

No need for three SIP days in the spring. Move one to the Fall.

I LOVE THIS ONE

Many families take vacation in August. I foresee many students missing the first few days of school. I am unsure why we are starting so early and end before Labor Day.

School starts a week too soon. County Fairs aren't even over! Weather is still too nice to be in school. PD & Institute on August 17 & 18 and another Institute in September to break up that month. OR Aug. 17 - 19 Teacher Days and students start the 20th.

Please please please consider a full week at Thanksgiving. Student attendance lacks and continues to lack over the years. As a result very minimal instruction takes place. It is a 2 day dead zone. Fall break, winter break, spring break summer break

Sounds like a plan

It would be nice if we could align Spring Break with Kinnickinnick's School District. I have to take off days when my kids are out of school. It would help a lot if the Calendar would align with their district.

Looks good!

Looks great to me!

Please push the start of the school year back to August 20th. It will still allow for the 17-19th to be used for new teacher orientation. We keep pushing up the start of school each year and families need that time to get things together. Thank you for keeping the teacher institute day the day we come back from winter break. It was extremely valuable to the staff!

I would advocate that we start with a building led institute day, rather than a district led PD day. With all the elementary staff building changes, I believe staff would benefit from a day to focus on climate and team building before jumping into math and reading curriculum.

Make Spring Break not over Easter

Looks good to me

Push back school start day a week. We keep starting school earlier and earlier and don't get to enjoy true summer months. It is still too cold to go swimming in late May. Sorry for two responses - I didn't realize this until after I submitted the other.

I do not agree with the October 9 SIP day. Paras want a five day weekend.

I DO NOT agree with the sip day on Oct 9, 2026. I would love to work the 2nd SIP day. Except for Oct 2025 the support staff has had a 5 day weekend during the fall conferences. I do not agree with this change.

I agree with all of it except the the 1st sip day. That had always been a 5 day weekend for support staff. Support staff should be able to work another sip day as to not disrupt the 5 day weekend.

Is there anyway to swap the PD day and at least one institute day at the start of school to allow buildings some team building time before needing to participate in PD activities. I think this would go a LONG way towards boosting morale in this difficult time

I think it looks fine

I'm ok with the calendar schedule.

Just thinking that with all the movement that is going to happen this summer, the buildings will not be ready by August 10th.

August 10th is TOO EARLY to start. Move it back to the 17th. Build in snow days instead of making them up at the end. Be willing to use President's Day, and to change the March 25th and April 23rd SIP days to snow make-up days. It's ridiculous that (A) we don't do remote learning, and (B) that we still continue to tack days on at the end.

Please move the start date back a week!

I like the addition of the Institute and Professional Development Days as well as the all the calendar dates having a week of makeup days before Memorial Day. Thank you.

The early start date is concerning when there is probably going to be a lot of movement and changes within the district and teachers will need as much time as will allow to adjust and move to new locations and positions.

August 10th is too early to start back. Id like another week in August and end a week later in May. Also, would like to see us start building in cold/snow days instead of always adding them to end of school year.

If we are aligning with Rockford for similar start and end dates to the school year, along with spring break, are we also able to have a full week off for the Thanksgiving Fall Break (November 23-27) like they do? We could observe Veteran's day one of the days of that week and conferences could be moved to the Monday or Tuesday of that week?

Also for the High School, what would then be the Senior's last day as AP testing is always the first 2 weeks of May and the schedule is dictated by College Board.

Would this then become our norm to start this early in August and then end before Memorial day? It seems like that is the consistent format Rockford has approved for the next few school years.

I think the start date is way too early, especially with so many elementary staff having to move buildings/grade levels.

I don't like the idea of having a SIP day the day before spring break starts.

Too many SIP/Institute days, lets have more days of students in our classrooms.

The start date is a way too early and should be moved to start the following week. The end date should be one week later in my opinion.

My only disagreement is that the start date is too early. Firstly, with all the changes across the district, I do not think we should start earlier than we normally do. Additionally, my family always enjoys ending summer with the Boone County Fair and this start date overlaps the fair. I would prefer to start August 17th and then end May 28th. There is no need to end as early as May 21st anyway.

Move start date and end date ahead two days (way to early for both as it is now). Also, having 7th grade start on a Friday seems pointless.

I have sincere concerns with the concept of teachers being back in buildings on 8/10. As a teacher who so far has had a different classroom each of my years teaching in this district, packing up my entire room at the end of the year has always necessitated an additional day than my peers past our last day of teacher institute. I have also needed to spend at least a week unpacking and resetting up a classroom prior to the start of the year. With our district knowing that teachers will be moving classrooms and buildings as part of the consolidation plan, this early start date will inevitably shorten the limited time teachers already have as part of our summer. Please bump these dates out by a 3 days or a week. We are already accustomed to

being in school after Memorial Day as is, should we need to be.

That is starting way to early. Especially since our last day is May 29th. Why can't the start be like Aug 18th or the 19th.

With all the changes, will all the buildings and staff be ready by these dates? Perhaps push it back 1 week.

Too early in August.

I support the proposed 2026/2027 calendar!

I am a 7th grade teacher and I don't think having my students start on a Friday is the best option. I would like to see something similar to what we did in the 25-26 school year:

PD Day: August 13th

Teacher Institute: August 14 and August 17

First Day for K-6 and 9th: August 18

Thank you for your consideration.

I request the first day of student attendance to start August 18 or 19th.

Why are we wanting to end school on May 20th? That's too early! Why not start a week later in August and go a week later in May?

Yes

Please align the springbreak to the Hononegah School District. We were the same as Rockford this year, and would be greatly appreciated to be able to at least have the same break as my child every other year.

Please do not have teachers start back on a Monday. For elementary staff we spend at least a few days getting our room ready before we "officially" start back. This time is not given to us on PD or Institute Days and we always have a Back to School Night before students start. This means most elementary teachers will be back in our rooms (or in new classrooms in new buildings) the week of August 3rd. This is too early! Please consider moving the start date for staff to a Wednesday or Thursday. That way we have days of meetings but also a weekend before students start. I would like to see PD on August 13th with the final institute August 17th and students starting the 18th. This would push the last day for students to May 25th.

I like that the SIP days are almost all placed with other days off and I like returning from winter break to a SIP day. I think giving families these longer weekends or an extra day attached to spring break is better than a random day off in the middle of the month. Overall I like the calendar but really want to see the start date adjusted 3-5 days later.

I think we should start a week later and go a week later. The 10th of August is too early to start and we could go a full week later in May and still be finished before Memorial Day.

alternate which district you align Spring break to. This would allow families to take a vacation without pulling kids out of school every other year.

I would like to see the start date pushed forward another week. With the movement and changes happening over the summer, most teachers will be working in their buildings by the 1st of August. That is too early.

I'm okay with it

- too early of a start date! can we push that back 2-3 days like it has been in the past? I think many of us would rather work through all of May than start so early in August :)

- Can we separate spring break and Easter break? we used to have a week for spring break in addition to good Friday and Easter Monday off. I think many of us prefer it that way.

Thanks!

I would strongly prefer starting and ending one week later. Starting that early in August cuts in to summer plans for many families. I don't see any benefit to ending an entire week before Memorial Day. I would also vote for going back to our traditional week of spring break starting on March 22 instead of the 29. We could take off the 29th as we traditionally do on the day after Easter and return on the 30th.

The start date & end date seem very early especially with all the changes that will be occurring. It might be beneficial for everyone to push the start and end date back from a few days to a week.

Please consider moving it all back by a week in line with Belvidere. This will allow staff to take children to college, take children to their first day of school in 205, allow the MANY, MANY staff who will be moving classrooms and SCHOOLS and grade levels the time needed to do that. Elementary teachers in a normal year require at least a week. In a year where they are getting their grade and school assignments in late spring and summer (according to the timeline posted on the 122 webpage), having items moved in the summer, possibly VERY late summer, they are going to need MUCH MORE TIME to sort through and set up rooms as well as develop relationships with their new team. I would hope that PD (at their per diem would be great since it is not of their choosing :-) would be made available for those in new grade levels who choose to give up even more of their personal time to be better prepared for their new roles. Many vacations are already planned for the end of July, not an excuse, but a reality and were done so before knowing the district was having such an extensive restructuring. This summer is going to be one filled with sadness and anxiety for many of your elementary staff. I understand the need to balance trimesters/semesters for students, but with the uniqueness of what is occurring, I ask you to think of the ELEMENTARY teachers with this calendar and NOT sports and Secondary needs. "Official" sports practices are proposed to start earlier, but we all know they practice all summer, and games don't start until the 21st so please, think of your Elementary staff. This will go a long way in repairing your relationship with them.

1. 8/10 is too early to start a school year- 8/17 or 8/24 would be best.
2. Separate Easter weekend and Spring break. Maybe spring break is 3/15 and then easter gets it's own time.

I feel this is way too early, it's like you're taking our summer break and preparing our classroom and office before we start with meetings away from us. Granted we get out of school a little earlier and have over a week for snow or cold days before Memorial Day, but that doesn't really matter.

If you keep starting school earlier and earlier like you have been doing we will not have any part of August off.

Do like this school year at least and start on the 13th and 14th that at least gives us a week and a half of August off. We would still be getting off before Memorial day. Even if you started on the 17th we would still get out before Memorial Day unless we have a snow or cold day.

Need to stop taking most of our August month away from us. We used to start school in September and be out the 1st week of June, but over the years you have slowly taken the month of August away from us.

I know what we say, you don't really go by, from all the years I have worked here and when we had two calendars to pick from.

It would be nice to have a district vote that we can actually see that you did listen to. Instead of us just filling this out and you saying OK, we are doing it our way anyway.

Granted I will only be working for a year or two more, but I feel this needs to be done even after I leave the district.

Due to the heat of the summer the start of the year should be pushed back one week and adjustments made to accomodate this change.

Looks fine to me

I like it

The school year is starting way, way too early! At a minimum, we should start a week later and two weeks later without the PD day would be great. What is the reason for the PD day and 2 Teacher's Institute days before school starts? My colleagues and I felt very disconnected when we weren't together to start the new year since we were placed in different locations during the PD day and some of us displaced on the first institute day as well. Why do we continue to have so many SIP days on top of the Teacher's Institute Days?

How are all of the moves going to happen with all the elementary staff that will need to completely move buildings AND be ready before August 10??? Because we all know that most elementary teachers put in a ton of time getting their classrooms ready and then have to be ready before August 10 for a Meet the Teacher/Supply Drop Off night. Let's take some time after the devastating closing of two schools and give staff and students a little more of the summer to adjust instead of starting so early and getting out so early in May. I recommend starting between August 17-24.

It is nice to have the weeks with solid 5 day attendance days without interrupting student learning with the many SIP and Institute days that have previously resulted in so many 3-4 schoolday weeks. If we got rid of all these SIP days, kids would be in school those days and we could start school at the very end of August.

It would be nice to begin 8/17/26 and to have 10/9/26 changed from a SIP day to an Institute Day.

I would change either August 11th or 12th to a SIP day and October 9th to an Institute Day. There is always so much information at the beginning of the year. A SIP day would allow enough time to go over everything and give teachers more time in their classroom, preparing for students. A SIP day after conferences is exhausting. By moving the institute from August 11th or 12th, this would allow teachers to be more engaged. Also, it would give teachers a little more of a three day weekend.

August 10th is a very early start date for teachers, and the 13th is very early for students. I'd like to see it shift back up to a whole week.

Many teachers will be moving buildings and classrooms with the consolidation plan. This will require a lot of work before the school year begins. The early start to the school year makes this even more of a burden. Teachers moving buildings and classrooms will have to start working the very beginning of August, if not earlier.

Not a fan of SIP days backed up to long breaks. Takes away another 3 or 4 day (MLK Jr) weekend for quick out of town trips for students to utilize and not miss school. Would also prefer a little later start date but like getting out before memorial day.

Listening to the needs of your staff will help start to repair the relationship that has been broken. Please consider pushing the schedule back by a week to better prepare teachers for the massive change that will be taking place over the summer. This will also align still with neighboring districts like Belvidere, where staff also has children attending. This would give staff time to take children to college, help with first-day-of-school duties, and provide the many teachers moving classrooms, schools, or grade levels the time they need to prepare. Normally, elementary teachers require at least a week for this, but with late spring/summer assignments and potential delays in moving materials, they'll need more time to set up their rooms and bond with new teams. Just moving classrooms this past year, not by my choice, it took me over a two weeks to take down all materials, move, and then put back up all materials, I also hope professional development can be offered to those moving to new roles to meet staff and administration. Not starting off with PD days and focusing on Teacher Institute days would also be beneficial. Many staff have already planned their summer prior to knowing about the district's restructuring. This summer will bring anxiety and stress for many elementary staff. I understand the need to balance student schedules and sports, but given the unique challenges this year, I urge you to prioritize the needs of elementary teachers over secondary and sports. While sports practices may start earlier, as they practice all summer anyways the games don't begin until the 21st, so please consider the impact on elementary staff.

I believe with everything going on in the district, the start date is too early. We will be moving into new buildings and have to put a whole room together with no time during those 3 institute days to work in our rooms. We should start the following week to give those of us who are moving buildings time to get ready without having to go in July with no air running. Is there any way to change up how parent teacher conferences are done to not have students miss so much school? My own children go to school on the Thursday of conferences and then teachers and students get the Friday off after. In February they use one of the Fridays for presidents day. It would be two Thursdays in a row, and conferences run from 4-8 to fit everyone in since a lot of parents are working when we start conferences at 10:30 in the morning. Just a thought.

The second week of August is awfully early to start, especially with so many changes and moves around the district. Could we push the start and end back a week? May weather is still not very nice and is more unpredictable. August is still the heart of summer. Four H, FFA, and other organizations have their shows and activities during the county fairs. This makes it very difficult for children and staff to support their own children's activities. Children work all year on their 4H projects, putting in countless hours. By starting during the crucial fair week, parents (and some students) have to decide if they miss their activities or school. I do appreciate the fact students are not starting with a full week. This is very helpful. My last suggestion would be to allow for teachers and staff to have time in their rooms and teams since many will be starting fresh with a new building and people they have not worked with before.

I am wondering why we would be starting earlier for 2026 when there is a huge move planned for elementary staff and students. Teachers spend weeks of unpaid time preparing for their new students each year. This year will be no exception as several teachers will be starting from scratch in a new building and/ or grade level, which adds a whole new level to preparing for the upcoming year. It just seems like a fast turn around with little time to prepare for what is to come for the 26-27 school year.

We start way too early. Push back the start date by a week...its too hot in August and that pushes back the last day which is fine because its not even warm in the beginning of June anymore. We wont have much of a summer.

Do paras have to work the Wednesday the 12th?

I feel the school years are starting earlier and earlier each year. We need to have more time in August to enjoy the summer weather. We have never gotten out that early in May. Does this mean graduation date would change? That's a long time between seniors being done and graduation.

I would like to start later and have less days off at Christmas

Starting August 10th is too early. I would prefer to move the start week to August 17th. I like the work days prior to students starting and only having students for a few days the first week. If we start a week later, then we can still be done by May 28th, which is before Memorial Day.

Push the start date back a week to August 17th.

August 10 is far too early to be starting school. I think pushing it to the 17th would be beneficial. We can still end May 28th, and it is before memorial day. I still like having the work day before the first day of school starting.

Starting school August 10th interferes with the final summer activities. If we are having an all 6th grade day Thursday and all attendance on a Friday will create a struggle with getting the students back on track with little time to get acclimated with being back to school. Starting the following week on a Wednesday is more beneficial.

Starting August 10th is ridiculously early- especially considering the changes happening in the district going into next school year. Getting out in May is not a perk or beneficial.

I like that spring break butts up to Easter. It makes more sense that way. If we start so early, hoping that means we get out so early?!

I would recommend pushing back the start date. August 10th is way too early considering the district is closing 2 buildings and there will be a significant amount of movement of staff and materials. Teachers need time to prepare by learning new curriculum and setting up classrooms. Teachers are not given a sufficient amount of time to do that on those first 3 PD and Institute Days. Building always do their back to school/parent orientation on these nights so that means that teachers will be coming in over their already short summer on their own time to prepare for the school year. Offering 5 hours of paid work time isn't enough. This change is going to be overwhelming for some people and that needs to be taken into consideration.

It is highly concerning to me that the shortest summer we've ever had is proposed on a summer with the most unknowns and changes. All of the shifting that needs to happen will involve a large number of staff moving their entire classrooms to new buildings. My daughter's schools are going through a similar change and they are starting a week LATER as a gift to teachers who have no say in being uprooted. There need to be extra days planned at the beginning of the year as well to allow for staff to acclimate to new buildings, new specialized programs, and meet with new teammates. Morale is already very low right now with how long this has been drug out and how much waiting and unknowns we are navigating while still trying to show up every day for kids. A short summer for a teacher who needs to move an entire classroom will not allow for rest or rejuvenation and will lead to teachers starting the year already feeling burnt out and overwhelmed. This is good for no one.

It seems like this calendar starts so much earlier than ever before. I'd like to see it pushed back a bit.

As an STP teacher I would suggest more work days before school starts. The program is going to a new building which will require training for the staff as they may not have knowledge or experience with the students and with the amount/type of collaboration needed with the program teachers and general education teachers. It will also give staff a chance to start building relationships with new teammates. Generally, at the beginning of the year two full days are planned out with required trainings. A few days of time to work together in individual buildings would be helpful for making the year start off in the best way possible.

With all the changes slated for the elementary buildings, it would be beneficial to have more time front loaded at the start of the year (2-3 days to just be in their rooms with their new teams and in their new buildings). Educators need time to understand how the buildings run- especially with new programs being added to buildings. Staff and teams need time to get to know each other. Staff also need time to arrange new rooms prior to new parents and students entering the building.

I love it.

Even though it's not required by law, I believe we should have Election Day off (11/3/26). This day should be sacred and respected. Having it off work/school sends the message that we *SHOULD* have it off, since it is so important to vote.

RECOMMENDATIONS: All suggestions were read and considered. Based on the feedback, I am requesting Board approval of the calendar presented (see attached - Proposed Calendar). The key dates are as follows:

Teacher Institute Days: August 11, August 12, February 12, May 21

Professional Development Day: August 10

School Improvement Days: October 9, January 4, March 25, April 23

Winter Break: December 21 - January 1

Spring Break: March 26 - April 2

First Day of Student Attendance: August 13

Last Day of Student Attendance: May 20

I appreciate working with the Union leadership throughout this process and obtaining feedback from our staff.