

FINLEY SCHOOL DISTRICT #53

ALL KIDS ACHIEVING

224606 E Game Farm Rd, Kennewick WA 99337 509-586-3217 FAX 509-586-4408

May 2, 2012

State Board of Education P.O. Box 47206 Room 254 Olympia, WA 98504-7206

Attention: State Board of Education

The Finley School District School Board would like to request a waiver for grades K-12 of the minimum 180-day school year for the 2012-2013 school year, only. The District has a plan to improve learning for all students.

It is the belief of the District, staff and parents that three days utilized for student led parent/teacher conferences is more beneficial and productive to student learning than the 180-day school year schedule with early release days for conferences.

The Finley School District is committed to meeting expectations. Please feel free to contact me if you have any questions or concerns.

Sincerely,

Lance

Superintendent

Finley School District is committed to providing equal opportunities for all persons without regard to age, race, creed, color or national origin, gender, sexual orientation, marital status or non-job related physical, sensory, or mental disability in its educational programs, activities, policies, and employment practices. Inquiries regarding compliance procedures may be directed to the school district's Title IX Officer and/or Section 504/ADA Coordinator, 224606 E Game Farm Rd, Kennewick WA 99337.

Part A: For all new and renewal applications: (Please include as much detail as possible. The spaces provided below each question for answers will expand as you type or paste text).

1. School District Inform	mation	
District	Finley School District	
Superintendent	Lance Hahn	
County	Benton	
Phone	509-586-3217	
Mailing Address	224606 East Game Farm Road Kennewick, WA 99337	

2. Contact Person In	formation
Name	Lance Hahn
Title	Superintendent
Phone	509-586-3217
Email	lhahn@finleysd.org

3. Application type:	
New Application or Renewal Application	New Application

4. Is the request is for all schools in the district?		
Yes or No	Yes	
If no, then which schools or grades is the request for?		

5. How many days are being requested to be waived and for which school years?			
Number of Days	3		
School Years	2012-2013		

6. Will the waiver days result in a school calendar with fewer half-days?		
Number of half-days before any reduction	No	
Reduction		
Remaining number of half days in calendar	2	

7. Will the district be able to meet the required annual instructional hour offerings (RCW			
28A.150.220 and WAC 180-16-215) for the school years for which the waiver is requested?			
Yes or No	Yes		

8. What are the purpose and goals of the waiver?

The purpose of the waiver is to provide three full days of Student-Led/Parent conferences. The use of student led conferences on full days will help us meet our goal of increased parent involvement and participation. As a district we are part of the RIG TPEP Consortium and the student led conferences fit with the teacher criteria #3 – Reflection – recognizing individual student learning needs and developing strategies to address those needs and #7 – Parents and Community – communicating and collaborating with parents and school community. This also fits with the principal criteria #7 – engaging the community. Finally, students use common core thinking skills to present and manage the student led conference.

9. What is the student achievement data motivating the purpose and goals of the waiver? Finley School District student achievement data continues to show a need to meet the academic needs of all students. As a district, we hope to better educate all students and actively involve students and their parents in our schools.

10. Describe the measures and standards used to determine success and identification of expected benchmarks and results.

We will use grade level MSP, HSPE results, classroom based assessments, EOCs, graduation rates and MAP testing to determine student academic progress. Success will be achieved when we close the achievement gap and all students meet grade level standards and graduate with a high school diploma. We currently have 100% participation at the middle and high school in the student led conferences and 100% participation at the elementary level.

11. Describe the evidence the district and/or schools will collect to show whether the goals were attained.

The evidence that will show whether the goals were attained is demonstrated by the participation of parents, students and staff in looking at and evaluating the individual student portfolios, as well as MAP testing data, state testing data and student attendance rates.

12. Describe the content and process of the strategies to be used to meet the goals of the waiver.

Student led conferences have been developed and incorporated into the middle school and high school using Navigation 101 and STAR Advisory. Students and parents at the elementary are actively involved in assessing and evaluating individual student work in a model that is consistent with student led conferences. We have 100% participation at all three schools.

13. Describe the innovative nature of the proposed strategies.

The goal is to involve parents in their student's academic program at all grade levels. Using Student Led Conferences places students in the center of the process and each student actively presents their work and portfolio. This is consistent with the Common Core State Standards thinking skills that students need to master. The student led conference process involves critical thinking by challenging students to analyze and evaluate their portfolio. It also involves complex thinking because students must clarify and interpret their portfolio. Finally, by utilizing communicative thinking, students learn to reason, connect and represent their work not only to their teachers but to their parents.

14. Waiver requests may be for up to three school years. How will activities in the subsequent years be connected to those of the first year of the waiver?

We are currently asking for a waiver for only the 2012-2013 school year. During the spring of 2013, we will assess the need for an additional waiver or look at other alternatives. The goal is to make sure that the student led conferences are meeting student, teacher and parent needs.

15. Describe how the waiver directly supports the district and/or school improvement plans? Include links or information about how the State Board of Education may review the district and school improvement plans (do not mail or fax hard copies).

The waiver supports the goals of the School Board, the District's Vision, Mission and Goals, each individual building's School Improvement Plan and the individual student learning plans.

16. Describe how administrators, teachers, other staff, parents, students, and the community been involved in the development of the request for this waiver. The Superintendent, School Board, Finley Education Association and Public School Employees as well as community members support this request because we all believe that student led conferences more actively involve parents in our schools.

17. A. Provide details about the collective bargaining agreements (CBA), including the number of professional development days, full instruction days, half-days, parent-teacher conferences, and the amount of other non-instruction time. Please also provide a link to the district's CBA or e-mail it with the application materials. Do not send a hard copy of the CBA.

Full Instruction Days – 141 Partial Days – 36 (2 hour early release days) Conference Days – 3 The two-hour Early Release Wednesdays are used to promote a cohesive learning environment, improve instruction and improve student learning. Students are dismissed two hours early each Wednesday. Teachers participate in teaming and collaboration, peer observation, focused professional in-service as developed by the District Advisory Committee and building related activities. Since Finley School District is actively involved in the RIG TPEP consortium, teachers and administrators provide constant and continual input into the evaluation process in an effort to begin implementing the new evaluation system for the 2012-2013 school year.

17.B. Please provide the number of days per year for the following categories:

1. Student instructional days (as requested in application)	
2. Waiver days (as requested in application)	
3. Additional teacher work days without students	
Total	182

17.C. If the district has teacher work days over and above the 180 school days (as identified in row three of the table in 17.B), please provide the following information about the days:

Day	Percent of teachers required to participate	District directed activities	School directed activities	Teacher directed activities
1	Optional	Х		
2	Optional	Х		
3	Optional	Х		
4	Optional		Х	
5	Optional		Х	
6	Optional			
7	Optional			
	Check those that apply			

17.D. If the district has teacher work days over and above the 180 school days (row three of table in 17.B), please also explain the rationale for the additional need of waiver days. The district directed work days are used at the start of the school year to analyze testing and assessment data for each student by working in grade level teams, building teams and district teams with the goal of providing flexible and fluid programs that meet the individual student's needs and learning plan. Teachers and administrators also use the time to discuss strategies for implementation of new programs defined by the state such as TPEP and Common Core Standards.

New 180 Day Applications- Stop here and skip to the "Last Steps" section.

Part B: For Renewal Applications.

18. Describe how the district or schools used the waiver days and whether the days were used as planned and reported in your prior request?

19. How well were the purpose and goals for the previous waiver met? Using the measures and standards, describe the district's success at meeting each of the expected benchmarks and results of the previous waiver.

20. How were the parents and the community kept informed on an on-going basis about the use and impact of the waiver?

Last Steps:

- Please print a copy for your records.
- Mail or email the school board resolution, supporting documents, and this application to the email or mailing address on the first page.
- Note: When providing supplemental documents, please identify the questions that the documents support.
- Thank you for completing this application.

755 MAPLE STREET BURBANK, WA 99323 PH: 509-547-2136 FX: 509-546-0603 WWW.CSD400.ORG DR. LOUIS GATES, SUPERINTENDENT

July 24, 2012

Washington State Board of Education P.O. Box 47206 Olympia, WA 98504-7206

Dear Members of the State Board of Education,

Among a long list of agenda items for your July 11-12, 2012 meeting, you considered 180-day waiver requests from school districts including those seeking full-day parent-teacher conference waivers. This stemmed from a relatively new interpretation of somewhat conflicting language found in RCW 28A.150.203 and RCW 28A.150.205 (copies attached)—the former relates to the definition of a school day; the latter requires at least 1000 hours of annual instruction per district *inclusive* of passing time, recesses, and parent-teacher conferences.

At the meeting, you denied our District's request for full-day parent-teacher conferences for our elementary and middle schools. It remains unclear as to the reasons for this denial (perhaps the minutes of the meeting, once available, will clear this confusion). Regardless, this ruling would require that we renegotiate the school calendar in which our school board and teachers association agreed upon for the 2012-13 school year calendar (attached); we believe that this is unnecessary if you reconsider your decision and grant our waiver request. We base our reasonable appeal upon a number of issues, including for the following bulleted ones:

- Our School District holds formal parent-teacher conferences for the elementary and middle schools and informal conferences for Columbia High School.
- The Columbia School District Board of Directors supports all-day parent-teacher conferences for our elementary and middle schools.
- Our District developed the accompanying document, titled Computation of Total Program Offerings, which we modeled
 after the M-808 document used by your body in the late 1990s; this model document shows that our District, each of our
 schools, and all of our grades from the first through the twelfth exceed the
 required 1000 basic education minimum hours
 per RCW 28A.150.205, as the following supports:
 - District-wide our schools average 1028 annual instructional hours, significantly exceeding the minimum requirement.
 - The annual instructional hours for Columbia Elementary and Columbia Middle Schools are 1018 and 1032 respectively.
 - Rather than meeting only during the school day when a number of our parents work day jobs, the all-day conferences allow flexibility to schedule afternoon and evening conferences.

We want to thank Jack Archer for calling to inform our District of your ruling. We also appreciate that you are willing to reconsider your decision in the interest of providing equity of our District with other school districts, in acknowledgement that our District exceeds the 1000 hours of instruction, and to respect the value that our stakeholders place in elementary and middle school all-day parent-teacher conferences. Thank you.

Sincerely, Dr. Løu Gates, Ed.D.

Dr. Løu Gates, Ed.D. Superintendent

Columbia School District complies with all federal and state rules and regulations and does not discriminate on the basis of race, creed, religion, color, national origin, age, honorablydischarged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. This holds true for all employment, activities, and/or extra-curricular activities. For further information, or to file a complaint contact Title IX compliance officer Margo Roberts in the Columbia School District, Administration Office, Maple Street, Burbank WA 99323. (509) 547-2136 or Section 504/ADA Coordinator Dr. Craig Bailey at Columbia School District, Maple Street, Burbank WA 99323. (509) 547-2136. 755 MAPLE STREET BURBANK, WA 99323 PH: 509-547-2136 FX: 509-546-0603 WWW.CSD400.ORG DR. LOUIS GATES, SUPERINTENDENT

May 7, 2012

Jack Archer State Board of Education PO Box 47206 Olympia, WA 98504-7206

Dear Mr. Archer:

The Columbia School District School Board requests a three (3) year waiver from the 180-day school year for grades K-8 (WAC 28A.150.205). Our Parent-Teacher Conferences represent an important student-teacher-parent communication link. In part to meet his end, we request three (3) full conference days. Also, we attached our board resolution and requisite waver.

If you any questions or require additional documentation, please contact me.

Sincerely, ou Gates Superintendent

Columbia School District complies with all federal and state rules and regulations and does not discriminate on the basis of race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. This holds true for all employment, activities, and/or extra-curricular activities. For further information, or to file a complaint contact Title IX compliance officer Margo Roberts in the Columbia School District, Administration Office, Maple Street, Burbank WA 99323. (509) 547-2136 or Section 504/ADA Coordinator Dr. Lou Gates at Columbia School District, Maple Street, Burbank WA 99323. (509) 547-2136.

COLUMBIA SCHOOL DISTRICT #400 BURBANK, WA 99323 RESOLUTION #1112-03

WHEREAS, the State Board of Education has the authority to grant waivers from the basic education program requirements based on legislative authority RCW 28A.305.140 and RCW 28A.655.180);

WHEREAS, the State Board of Education respects the value of teacher and student contact time. Waivers are exceptions from basic education program requirements in that they provide "exceptional opportunities" for districts and schools to be innovative in enhancing the educational program for all students while meeting the challenges of their school calendars;

WHEREAS, the State Board of Education may grant a waiver of the minimum one hundred eighty-day school year requirements (RCW 28A.150.220) for up to three years;

WHEREAS, the definition of a "school day" does not include parent/teacher conferences (RCW 28A.150.203);

WHEREAS, Columbia School District will continue to exceed the minimum 1,000 instructional hours requirement (RCW 28A.150.220);

WHEREAS, the definition of "instructional hours" does include parent/teacher conferences (RCW 28A.150.205);

WHEREAS, Columbia School District will provide the parent/teacher conferences in a format that allows for flexibility in schedules to accommodate parents and efficiency of transportation and food service;

WHEREAS, Columbia School District encourages students, when age appropriate, to participate in parent/teacher conferences to take ownership of their learning and achievement;

WHEREAS, Columbia School District has set a goal of over 90% participation in parent/teacher conferences;

WHEREAS, Under the three full-day conference format students actually spend more time in classroom instruction during conference weeks compared to a six half-day plan, which increases student opportunity for achievement;

WHEREAS, Columbia School District desires to provide parent/teacher conferences two full days in the fall and one full day in the spring to accommodate families during the 2012-2013, 2013-2014, 2014-2015 school years by requesting a waiver of three school days each year;

NOW, THEREFORE BE IT RESOLVED that the Board of Directors of Columbia School District #400, Walla Walla County, Washington, hereby authorize its Superintendent to request waiver of RCW 28A.150.220, "Basic education – Minimum instructional requirements";

THEREFORE, the forgoing resolution was APPROVED by the Board of Directors of Columbia School District #400, Walla Walla County, Washington, in a meeting thereof held on May 7, 2011.

Michael			
Mile Scrimsher	Mil Sur	Vitte	Chair 2015
Sheena Kelly	Sheena Kell	Merr	1 ber 2013
Connie Smith	Connie Smit	K Merr	ber 2015
Troy Woody	Joy	Mem	iber 2015
Sonny Townsend	Absent	Mem	1ber 2013
Leuis Gates	star s	ecretary of the Board	
Columbia School Dis	trict #400		

Application for Waiver from the Minimum One Hundred Eighty-day School Year Requirement of the Basic Education Program Requirements

The State Board of Education's authority to grant waivers from the basic education program requirement is RCW 28A.305.140 and RCW 28A.655.180(1). The rules that govern requests for waivers are in WAC 180-18-030, WAC 180-18-040, and WAC 180-18-050.

The State Board of Education respects the value of teacher and student contact time. Waivers are exceptions from basic education program requirements in that they provide "exceptional opportunities" for districts and schools to be innovative in enhancing the educational program for all students while meeting the challenges of their school calendars.

Directions:

Waiver requests must use the Waiver Application Form and must be submitted electronically to the State Board of Education at least fifty days prior to the SBE meeting where consideration of the waiver will occur. Districts or schools are responsible for finding out when the State Board of Education meetings are held. The Board's meeting schedule is posted on its website http://www.sbe.wa.gov or may be obtained by contacting the Board by calling 360.725.6029 or emailing to sbe@k12.wa.us.

The application must be accompanied by a resolution adopted and signed by the district board of directors requesting the waiver. The **resolution shall identify**:

- The basic education requirements for which the waiver is requested;
- The school years for which the waiver is requested;
- The number of days each school year for which the waiver is requested;
- How the waiver will support increasing student achievement; and
- Assurance that the district will meet the annual average 1,000 hours of instructional hour offerings (RCW 28A.150.220 and WAC 180-16-215).

Complete this application form and submit it with the Board resolution and supporting documents to (electronic submission through email is preferred):

Jack Archer The Washington State Board of Education P.O. Box 47206 Olympia, WA 98504-7206 360-725-6035; Fax 360-586-2357 jack.archer@k12.wa.us

Part A: For all new and renewal applications:

(Please include as much detail as possible. The spaces provided below each question for answers will expand as you type or paste text).

1. School District Int	formation	
District	Columbia School District	
Superintendent	Dr. Lou Gates	
County	Walla Walla	
Phone	509-547-2136	
Mailing Address	755 Maple St.	
-	Burbank, WA 99323	

2. Contact Pers	son Information	
Name	Dr. Lou Gates	
Title	Superintendent	
Phone	509-547-2136	
Email	lou.gates@csd400.org	

3. Application type:		
New Application or	New Application	
Renewal Application		

Yes or No	No
If no, then which schools or grades is the request for?	Columbia Elementary and Columbia Middle Schools only

	are being requested to be waived and for which school	
Number of Days	Three	
School Years	2012-2013, 2013-2014, 2014-2015	

6. Will the waiver days result in a school cale	endar with fewer half-days?	
Number of half-days before any reduction	9	÷:
Reduction	3	
Remaining number of half days in calendar	6	

7. Will the district be able to meet the required annual instructional hour offerings (RCW28A.150.220 and WAC 180-16-215) for the school years for which the waiver is requested?Yes or NoYes

8. What are the purpose and goals of the waiver? Three all-day parent-teacher conference days

9. What is the student achievement data motivating the purpose and goals of the waiver? Through analysis of our achievement data, Columbia School District continues to demonstrate the need to meet the academic needs of all students in our district. Through data review, we continue to assiduously to support our students living in poverty, special education students,

migrant/bilingual students, and students that require continued continue interventions. Fewer half days devoted to parent-teacher conferences will the elementary and middle school teachers to work with our K-8 students and parents in a less disruptive model. Also, there are few day cares in the area and our students live in a rural environment leading to more disruption for six half day conferences than three full day conferences. Additionally, having the students attend full day keeps our schedules consistent and structured and increases the amount of instructional time for the students. Through this model, we have been successful in bringing in nearly every parent for student conferences.

10. Describe the measures and standards used to determine success and identification of expected benchmarks and results.

Primarily we use the MSP/HSPE results in conjunction with formative and summative assessments from the classroom; DIBELs and Woodcock benchmarks; District testing programs; and other school-centered student data collections. Additionally, we review our graduation rates, EOC's, and other achievement gap indicators to evaluate long-term student academic progress. Additionally, the full day model tends to increase student attendance in that attendance in comparison with half days.

11. Describe the evidence the district and/or schools will collect to show whether the goals were attained.

MSP/HSPE results in conjunction with formative and summative assessments from the classroom; DIBELs and Woodcock benchmarks; District testing programs; and other school centered student data collections, including graduations rates, EOC's and achievement gap monitoring.

12. Describe the content and process of the strategies to be used to meet the goals of the waiver.

We solicited input from our community, district Guiding Coalition governance team and our Board of Directors to measure if our conference schedules meet the needs of the students, parents and our community. As we review our waiver, school attendance, conference participation, increased student instructional time will be analyzed relative to the how these variables tend to support the goals of the waiver.

13. Describe the innovative nature of the proposed strategies.

Our full day offerings are increased by three days through decreasing the overall half days by six days. As noted below, the full days also helps to support meeting with all parents, increase student attendance, and helps to better structure our year. This structure brought increased parent involvement and provided positive parent feedback as well.

14. Waiver requests may be for up to three school years. How will activities in the subsequent years be connected to those of the first year of the waiver?

The conference days will be reviewed annually to make sure they are meeting student, parent and teacher needs.

15. Describe how the waiver directly supports the district and/or school improvement plans? Include links or information about how the State Board of Education may review the district and school improvement plans (do not mail or fax hard copies).

The waiver supports the goals of the Board, the District Strategic Plan and the individual school improvement plans. The waiver also supports the notion that fewer half days and more full days of instructional time positively impacts student learning and the school district and community. Our guiding documents can be found at our website (<u>www.csd400.org</u>). In particular, review the Unified Instructional Core. (The administrative team wrote a paper that describes this Unified Instructional Core. However, it is under consideration for publication by JSD and unavailable for dissemination until the JSD editors render their decision.)

16. Describe how administrators, teachers, other staff, parents, students, and the community been involved in the development of the request for this waiver.

The structure and schedule for conferences which in turn is the reason for this waiver, were developed by the Columbia School District Leadership Team, Board of Directors, Columbia Education Association, Public School Employees, and Parent Teacher organizations.

17.A. Provide details about the collective bargaining agreements (CBA), including the number of professional development days, full instruction days, half-days, parent-teacher conferences, and the amount of other non-instruction time. Please also provide a link to the district's CBA or e-mail it with the application materials. Do not send a hard copy of the CBA.

1. Full Instructional Days	Elementary: 166
1. T un moli dollonar Bayo	Middle School: 167
2. Professional Development Days	3 Days
2. Professional Development Days	(State Waiver Approved)
£.	3 Days
3. Student Conference Days	(Elementary and Middle
5 15	School Only)
4 Holf Dava	Elementary: 8 Days
4. Half Days	Middle School: 7 Days

17.B. Please provide the number of days per year for the following categories:

1. Student instructional days (as requested in application)	174 Days
2. Waiver days (as requested in application)	3 Days (Elementary and Middle School Only)
3. Additional teacher work days without students	3 Days (Includes Approved Waiver)
Total	180 Days

17.C. If the district has teacher work days over and above the 180 school days (as identified in row three of the table in 17.B), please provide the following information about the days:

Day	Percent of teachers required to participate	District directed activities	School directed activities	Teacher directed activities
1	X Optional			

Check those that apply 17.D. If the district has teacher work days over and above the 180 school days (row three of table in 17.B), please also explain the rationale for the additional need of waiver days. The extra work day is optional, which is beyond the 180 day Collectable Bargaining Agreement between the District and the Columbia Educational Association.

New 180 Day Applications- Stop here and skip to the "Last Steps" section.

Part B: For Renewal Applications.

18. Describe how the district or schools used the waiver days and whether the days were used as planned and reported in your prior request?

19. How well were the purpose and goals for the previous waiver met? Using the measures and standards, describe the district's success at meeting each of the expected benchmarks and results of the previous waiver.

20. How were the parents and the community kept informed on an on-going basis about the use and impact of the waiver?

Last Steps:

- Please print a copy for your records.
- Mail or email the school board resolution, supporting documents, and this application to the email or mailing address on the first page.
- Note: When providing supplemental documents, please identify the questions that the documents support.
- Thank you for completing this application.

					COMPU	TATION OI	COMPUTATION OF TOTAL PROGRAM HOUR OFFERINGS	OGRAM F	IOUR OFFE	ERINGS			
200	COLUMBIA SCHOOL DISTRICT #400						1 2 1	11 12	apple has				
		1	2	с	4	5	9	7	8	6	10	11	12
۲	Total minutes from start to end of school day: From Step 1 (see instructions on page 16).	390	390	390	390	390	395	395	395	405	405	405	405
Β.	Minutes actually spent for eating lunch time meals: From Step 2	20	20	20	20	20	20	20	20	31	31	31	31
ن	Net minutes in "Total Program Offering" per day: Line A Line B =	370	370	370	370	370	375	375	375	374	374	374	374
Ö	"Total Program Offerig" per year: Line C x (180) days =	66,600	66,600	66,600	66,600	66,600	67,500	67,500	67,500	67,320	67,320	67,320	67,320
ш	Annual minutes lost to noncountable release time per												
	year:												
	*Collaboration -Late Start (60 min x 32 wks =)	1920	1920	1920	1920	1920	1920	1920	1920	1920	1920	1920	1920
	*Early Release (6 x =)	1380	1380	1380	1380	1380	1410	1410	1410	1470	1470	1470	1470
	*Conference Early Release - Not Counted (RCW 28A.150.205)	0	0	0	0	0	0	0	0	0	0	0	0
	*High School Testing Early Release - 4 Days Counted	0	0	0	0	0	0	0	0	980	980	980	980
	*Staff Development Waiver Days (3 Days)	1110	1110	1110	1110	1110	1125	1125	1125	1122	1122	1122	1122
	*Requested Parent/Teacher Waiver Days (3 Days)	1110	1110	1110	1110	1110	1125	1125	1125	0	0	0	0
ц	Net minutes in "Total Program Offering" per year:	61,080	61,080	61,080	61,080	61,080	61,920	61,920	61,920	61,828	61,828	61,828	61,828
	Indicate N/A (not applicable) for any grade(s) not offered at this school.	1	2	ŝ	4	ы	9	7	œ	6	10	11	12
	Totals by grade level groupings:												
	Total Hours	1,018	1,018	1,018	1,018	1,018	1,032	1,032	1,032	1,030	1,030	1,030	1,030
	AVERAGE ANNUAL HOURS BY DISTRICT						1,026	26					

* Elementary & Middle School - 2 Days Conference Early Relase