

**Tentative Agreement between La Cañada Unified School District and
The California School Employees Association and
Its La Cañada Chapter 122**

Friday, June 9, 2017

La Cañada Unified School District ("LCUSD") and the California School Employees Association and its La Cañada Chapter 122 ("CSEA") have reached a tentative agreement on the following modifications to three (3) existing articles and one (1) appendix to the collective bargaining agreement between LCUSD and CSEA, as well as the work calendars for 2018-19 and 2019-20, attached hereto:


- Article XI: Reclassification
- Article XVIII: Leaves
- Article XXIII: Compensation
- Appendix B2 Evaluation for Permanent Classified Employees
- CSEA Work Calendars 2018-19 and 2019-20

CSEA and LCUSD also agree that, per Article VIII (Negotiations), Compensation, Health & Welfare, School Calendar, and two additional articles of both CSEA and LCUSD's choice will be presented as reopeners for 2017-18.

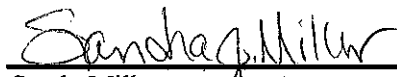
Signatures for CSEA

NOT Present at
Signing 

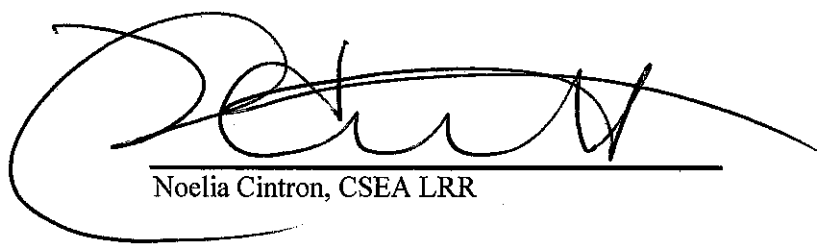
Theresa Pisacane
Chapter President



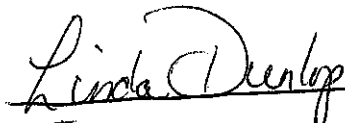
Irma Klukken



Sandy Miller - Vice President.

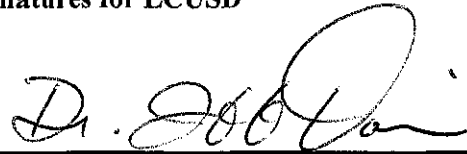


Noelia Cintron, CSEA LRR



Linda Denlop
Treasurer

Signatures for LCUSD



Dr. Jeff Davis
Assistant Superintendent, Human Resources



Mark Evans
Chief Business & Operations Officer



Karen Hurley
Principal, Palm Crest Elementary School

Salary Counter Proposal to CSEA Chapter 122 Proposal

Dated May 22, 2017

LCUSD to CSEA Chapter 122

June 5, 2017

1:30 PM

~~Salary: 0.55% added onto salary schedule retroactive to July 1, 2016. An additional 0.3% added to the salary schedule effective July 1, 2017.~~

~~Campus Aide High School will be reclassified as Campus Security 7-12 at a Range 25. This is an additional increase of 0.075% toward CSEA Chapter 122 salaries.~~

Salary Counter Proposal to CSEA Chapter 122 Proposal

Dated May 22, 2017

LCUSD to CSEA Chapter 122

June 9, 2017

10:00 AM



Salary: 1.0% added onto salary schedule effective July 1, 2017. This will close salary negotiations for 2016-2017. Salary remains open for 2017-18.

**LA CANADA UNIFIED SCHOOL DISTRICT PROPOSAL TO CALIFORNIA SCHOOL
EMPLOYEES ASSOCIATION AND ITS LA CANADA CHAPTER #122 LA CANADA**

ARTICLE XI

RECLASSIFICATION

4 1. DEFINITION

5 For purposes of this article, "reclassification" is the placement of a job position
encumbered by a unit member in a classification which is higher than the classification
in which the position was previously placed in the given school district.

6 2. GENERAL CONDITIONS FOR RECLASSIFICATION

7 A. Unit members may request a review of their job classification as changing
conditions may warrant. Job classifications may be reviewed for any one
individual not more frequently than each two (2) year period from the original
date of petition. Petitions shall be initiated through a consultation with the unit
member's immediate supervisor, as outlined in the procedures below. A
meeting between CSEA and the District will occur before the reclassification
is finalized.

8 B. Skill tests will be given to prospective employees when mandated legally or
as appropriate, according to the class specifications. Unit members applying
for a new position in a different classification will be tested. Unit members
asking for reclassification will not be tested.

9 C. Every effort shall be made by the Reclassification Committee ("the
Committee"), the District, and all unit members involved in the
reclassification process to maintain the confidentiality of a reclassification
petition by a unit member until the process is complete.

10 3. GENERAL PROCEDURES FOR RECLASSIFICATION

11 The following procedures will be followed:

12 A. ~~The petitioner will submit a petition for reclassification on the Appendix K~~
~~form for this purpose. All reclassifications must be submitted by unit~~
members on the Appendix K form (Position Description Questionnaire).
The form is in the Human Resources Office and on the District website in the
linked CSEA Bargaining Agreement.

1 B. The applicant will consult with his/her immediate supervisor of this petition
and will submit the form to the Human Resources Office no later than
December 15 for consideration by the District Reclassification Committee
("the Committee") **at its on or before February 15th meeting**. If needed, the
Committee will meet again **no later than April 15th**.

1- **CSEA should shall receive copies of the reclassification request
within 5 working days of receipt of the reclass- by January 15th.**

2 C. The Committee will be convened by the Assistant Superintendent of Human
Resources and will confer before the designated meeting dates above to
review the submitted petition; to determine if the petitioner will need to
provide any supporting documentation; to determine if other employees need
to be interviewed; and to schedule the petitioner for an interview with the
Committee within thirty (30) days of the above deadline. The Committee
will ~~include representatives from Two CSEA Negotiation team members,~~
~~CMSA administration and Cabinet.~~ consist of five (5) members which will
include: one (1) from CMSA administration, two (2) from Cabinet, and two
(2) CSEA Negotiation team members (as determined by CSEA).

3 D. The petitioner will appear before the Committee to present his/her case,
including any supporting documentation requested by the Committee that
exemplifies how the petitioner's job classification has changed.

4 E. The petitioner's immediate supervisor will also appear before the
Committee to answer any questions and provide other needed information.

5 F. If it is clear to the Committee that the present situation does not fully
warrant a reclassification, the request shall be denied.

6 G. A unit member shall have the right to personally appeal the denial of a
petition for a job reclassification. The following procedures shall apply:

7 1. The unit member will request an appeal formally in writing to the
Superintendent.

8 This appeal must be filed within fourteen (14) working days after
the denial of the reclassification.

1 2. The decision of the Superintendent shall be final.

3 4. COMMITTEE REVIEW PROCEDURES

4 Only if the situation clearly warrants a reclassification, as determined by the Committee, will one be considered. If so, the following steps shall be followed:

5 A. The Committee will first consider reclassification within the present job classification, both above and below that of the applicant;

6 B. If the Committee determines that a revised job classification needs to be created to accommodate the clear need for reclassification, the following will occur:

7 1. The Human Resources Department will develop a revised job description based on information presented to the Committee during the reclassification process and through a review of job descriptions of similar job classifications in other districts.

8 2. The draft of the revised job description will be reviewed and approved by the Assistant Superintendent of Human Resources and CSEA.

9 3. The final version of the revised job description will be reviewed by the Committee. If the proposed revised job description is approved by the Committee, the following procedures will occur:

a. The applicant will meet with the CSEA president (or Committee member designated by the President) and with the Assistant Superintendent of Human

i. Resources to discuss the proposed revised job description. The applicant will have the following choices at this time:

10 b. Accept the revised job description in writing within five (5) working days of this meeting; or

1 c. Reject the revised job description in writing within five (5) working days of this meeting. If this occurs, the reclassification request shall be considered denied and closed.

2 4. If the applicant accepts the revised job description, the Committee will then refer the final job classification description to the District and CSEA negotiation teams to determine the job title and salary

range for the revised job classification.

- 3 5. **Once a memorandum of understanding (MOU) has been reached at the Negotiations table, the revised job description, title and salary range shall be forwarded to the Governing Board at the following Board Meeting for final approval. The revised job description, title and salary range shall be forwarded to the Governing Board at the following Board Meeting for final approval. If the Board approves the proposed new job classification, it shall be formally included in the Bargaining Agreement as part of the District's classified positions.**

- 4 6. Within five (5) working days after the Board meeting, the applicant shall receive from the Assistant Superintendent of Human Resources a notice in writing that the reclassification has either been approved or denied by the Governing Board.

5 5. MISCELLANEOUS

- 6 A. If an applicant is denied a job reclassification, he/she may submit another reclassification petition two (2) years from the date of the last petition.
- 7 B. CSEA and the District will review these processes as necessary within the contract period to mutually determine any needed revisions.
- 8 C. Nothing in this Article shall preclude the District or CSEA from proposing reclassifications that have not been satisfactorily resolved by this procedure.
- 9 D. ~~CSEA reserves the right to bring to the Districts attention any reclassifications~~

1

2

3

Agreed:

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
LA CANADA CHAPTER # 122**

Teresa Pisacane

Teresa Pisacane
President

Date: 4/7/17

Noelia Cintron

Noelia Cintron
CSEA Labor Relations Representative

Date: 4/7/17

LA CANADA UNIFIED SCHOOL DISTRICT

Dr. Jeff Davis

Dr. Jeff Davis
Assistant Superintendent, Human Resources

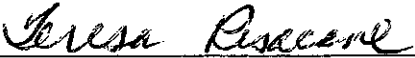
Date: 4-7-17

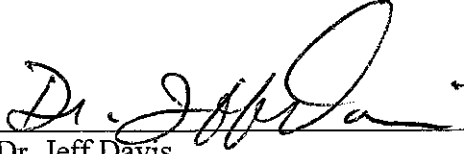
LA CANADA UNIFIED SCHOOL DISTRICT
AND
THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS LA CANADA
CHAPTER #122

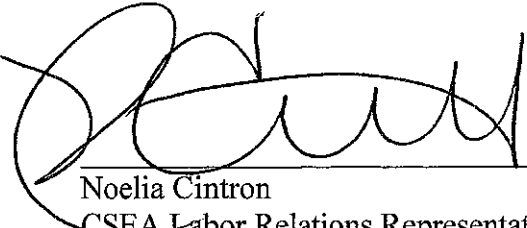
March 23, 2017

The La Canada Unified School District (the District) and The California School Employees Association and its La Canada Chapter #122 (CSEA) agree to the following:

1. New contract language related to Child Bonding leave in Article XVIII of the existing collective bargaining agreement between the two parties.


Teresa Pisacane
CSEA Chapter President, Chapter #122


Dr. Jeff Davis
LCUSD, Assistant Superintendent, HR


Noelia Cintron
CSEA Labor Relations Representative

11. CHILD BONDING

Pregnancy, Maternity Disability, Child Care, Adoption Leave

Parental Leave (effective January 1, 2017)

A permanent ~~or probationary~~ employee who has worked for the District for twelve (12) months (summer break is included in this time frame) may request a leave of absence for reason of the birth of a child of the employee, or the placement of a child with the employee in connection with the adoption or foster care of the child by the employee as follows:

- (1) When the employee has exhausted all available sick leave under Section 2 of this Article, and continued to be absent from his or her duties on account of parental leave, and is eligible for parental leave pursuant to the California Family Rights Act ("CFRA," Government Code 12945.2), the employee may receive up to 12 school weeks (60 work days) of paid leave, 50 percent (%) of base pay for each such day (Partial Pay).*
- (2) If an employee seeks to take parental leave, as specified above, but has not exhausted all available sick leave, the employee may use sick leave provided under Section 2 of this Article for parental leave purposes. However, the 12-weeks (60 work days) of paid parental leave period shall only be available to employees who exhaust all sick leave before or during the 12-week period (60 days) and shall be reduced by any such period of sick leave taken during the 12-week period (60 days) of parental leave. Nothing in this section shall be interpreted to prohibit an employee who does not wish to exhaust*

his or her sick leave from requesting and receiving up to 12 school weeks (60 work days) of unpaid leave for child bonding purposes under the CFRA, so long as the employee qualifies for such leave. An employee who elects not to exhaust his/her sick leave during the parental leave is ineligible for and cannot access the 50 percent (%) of base pay for each such day (Partial Pay).

(3) The foregoing provisions are intended to comply with Education Code Section 44977.5.

Should the Legislature revise the applicable statutory requirements, or should a state agency issue guidance on the applicable statutory requirements, to the extent that the revisions and/or guidance are in conflict with the foregoing provisions, the parties shall promptly meet and negotiate for the purpose of addressing those conflicts.

(4) If an employee has exhausted the 12-week period (60 work days) of parental leave paid at the 50 percent (%) of base pay for each such day (Partial Pay), and seeks to continue leave for the purpose of caring for his/her natural or adopted child, the employee may request to receive an additional unpaid leave of absence if in accordance with Section 4d above – Child Care.

(5) Employees seeking to take leave under this Section shall, if the need for such leave is foreseeable, notify the District that the employee intends to take such leave at least ~~fifteen (15)~~ ten (10) work days prior to the anticipated date on which the leave is to

commence. If the need for leave is not foreseeable, the employee shall notify the District as soon as practicable.

*(6) An employee shall notify the District no later than ~~fifteen (15)~~ **ten (10)** work days prior to the ending date of the leave of his/her intent to return to service. If the need to extend the leave is not foreseeable, the employee shall notify the District as soon as practicable.*

(7) Employees are only entitled to 12-workweeks (60 work days) of parental leave in any 12-month period. This parental leave may be utilized anytime during the year following the birth or placement of a child and may be split over two school years if it has not been exhausted in accordance with the CFRA limitations. The 50 percent (%) of base salary for each such day (Partial Pay) parental leave runs concurrent with the 12 weeks (60 work days) of baby bonding leave already provided under CFRA.

(8) Where both parents are employees of the District, the District may limit the period of parental leave to 12 total workweeks (60 work days) between the two parents.

TALCUSD CSEA (NA) 6/5/17
6-5-17 Sandhya Miller 6-5-17

APPENDIX B
LA CAÑADA UNIFIED SCHOOL DISTRICT
EVALUATION FOR PERMANENT CLASSIFIED EMPLOYEES

Name: _____ Position: _____

Site: _____ Date: _____

Check appropriate: ☐ Scheduled Annual Evaluation (prior to May 15th) ☐ Unscheduled Evaluation

PERFORMANCE DIMENSIONS

Check the rating in each category that most accurately describes the employee's level of performance over the period covered by this evaluation.

DOMAIN I	
<p>1. NEATNESS: Work is consistently neat and well organized.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>	<p>2. ACCURACY: Work is consistently done correctly.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>
<p>3. COURTESY & TACT: Courtesy and tact are consistently demonstrated to an exceptional degree.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>	<p>4. FOLLOWING INSTRUCTIONS (ORAL & WRITTEN): Instructions consistently followed; typically needs instructions given only once.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>
<p>Comments:</p>	
DOMAIN II	
<p>5. ATTENDANCE: Attendance is consistent.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>	<p>6. PUNCTUALITY: Consistently at work on time.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>
<p>7. INITIATIVE & RESOURCEFULNESS: Independently identifies needs; problems are solved; is a self-starter.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>	<p>8. ADAPTABILITY TO STRESS OR CHANGE: Stress or change is consistently dealt with satisfactorily.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>
<p>9. ATTITUDE: Positive feeling about work is consistently presented to others; willing to improve and suggest new ideas; enjoys other people; speaks well of work and school district.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>	
<p>Comments:</p>	
DOMAIN III	
<p>10. JOB KNOWLEDGE: All phases of job are completely understood.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>	<p>11. SKILLS: Demonstrates all needed skills at level of job requirements.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>
<p>12. METHODS: Consistently applies sound, effective and efficient methods in performance of work, which is completed sooner than expected.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>	<p>13. TIME MANAGEMENT: Always completes work required in the allotted time.</p> <p><input type="checkbox"/> Exceeds Standards <input type="checkbox"/> Meets Standards <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory* <input type="checkbox"/> Not Applicable</p>

*An evaluation of "Unsatisfactory" in an evaluation category shall be accompanied with a specific statement of the deficiencies noted by the evaluator and specific recommendations for improvement.

TA
LCUSD
JD
6-5-17

CSEA ~~CA~~ 6/5/17
Sandrag Miller 6-5-17

14. SUPERVISION: Works independently with minimal monitoring.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

Comments:

DOMAIN IV

11. PRIORITIZING: Prioritizes so that most important things always get done; changing demands are typically met.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

15. DISCRETION: Maintains confidentiality and professional discretion.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

13. TEAMWORK: Always gives and receives cooperation; always works well with others; is always considerate and understanding of others.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

Comments:

DOMAIN V

20. TECHNOLOGY: Demonstrates technological skills required for position.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

21. OPERATION & MAINTENANCE: Equipment is used with appropriate care and maintenance, resulting in superior work product and longer equipment life.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

24. SANITATION: Consistently uses approved sanitation procedures; spots unsanitary conditions and seeks to correct them.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

Comments:

12. FLEXIBILITY: Readily adapts to new procedures, duties and unusual happenings; handles immediate situations smoothly.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

16. ORAL COMMUNICATION: Communicates very effectively orally; attention to other speakers is apparent.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

22. SKILL & USE OF EQUIPMENT: Uses equipment efficiently and effectively; well-coordinated.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

23. SAFETY PRACTICES: Safe working procedures are followed; potential hazards are handled effectively; has an accident-free history.

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory* ☐ Not Applicable

ADDITIONAL FACTORS: For positions that require the following skills and abilities, please indicate which skills and abilities are required and state the employee's proficiency or lack of proficiency in the "Comments" section. Additional skills and abilities include: *Scheduling/Coordinating, Training & Instruction, Judgments & Decisions, Budget Accountability, Leadership and Supervisor Ability*

SUMMARY COMMENTS:

*An evaluation of "Unsatisfactory" in an evaluation category shall be accompanied with a specific statement of the deficiencies noted by the evaluator and specific recommendations for improvement.

SUMMARY COMMENTS cont.:

TA
LCUSD
JD
6-5-17

CSEA (ND) 6/5/17
Sandra J. Miller 6-5-17

SUMMARY EVALUATION:

- ☐ Exceeds Standards
☐ Meets Standards
☐ Needs Improvement
☐ Unsatisfactory

I have read and received a copy of the foregoing evaluation. I have had an opportunity to discuss it with my evaluator. My signature below indicates that I have received a copy and does not necessarily mean that I agree with the evaluation. This evaluation, and any rebuttal submitted within ten (10) working days, will be placed in my personnel file. I can find further information regarding this process in Article XV of the CSEA contract.

Evaluator Signature, Title

Date

Employee Signature

Date

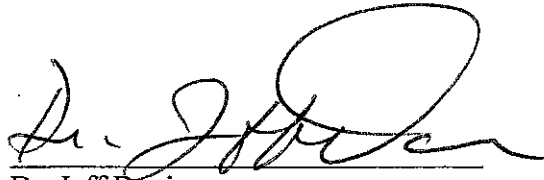
LA CANADA UNIFIED SCHOOL DISTRICT
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CHAPTER #122

April 7, 2017

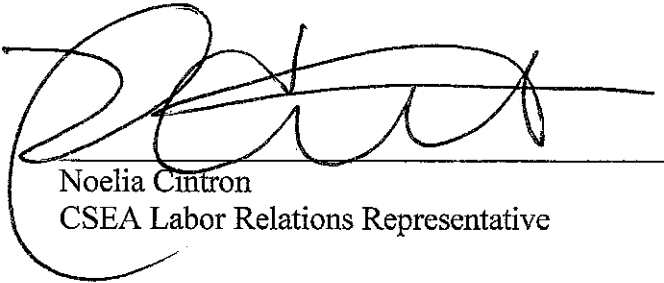
Both LCUSD and CSEA agree to the 2018-19 and 2019-20 CSEA calendars with the caveat that an additional day each year for the purpose of training, may be part of the salary and benefits negotiations.



Teresa Pisacane
CSEA Chapter President, Chapter #122



Dr. Jeff Davis
LCUSD, Assistant Superintendent, HR



Noelia Cintron
CSEA Labor Relations Representative

Draft 1, 2/10/17, 4:30 – 197 Days

	Aug. 15 – Oct. 11	(41 days)
1 st quarter:	Oct. 14 – Dec. 19	(43 days)
2 nd quarter:	Jan. 7 – Mar. 20	(51 days)
3 rd quarter:	Mar. 30 – June 3	(47 days)
4 th quarter:		
First day of school for students: August 15 Last day of school for students: June 3		

	August 15, 2019 – June 3, 2020
1. School Year Only	August 13, 2019 – June 3, 2020
2. School Year + 2 Days	August 9, 2019 – June 4, 2020
3. School Year + 5 Days	August 8, 2019 – June 10, 2020
4. School Year + 10 Days	

5. School Year + 15 Days
August 1, 2019 – June 10, 2020
6. School Year + 20 Days
July 25, 2019 – June 10, 2020
7. Eleven Months (K-12)
July 15, 2019 – June 12, 2020
8. Twelve Months
July 1, 2019 – June 30, 2020 (all days except holidays)

**La Cañada Unified School District
CSEA Work Calendar
2018-19**

Draft 1, 2/10/17, 1:00 – 197 Days

		1 st week							2 nd week							3 rd week							4 th week							Student Instruct Days	CSEA Work Days	Non- Work Days for Less Than 11 Mos.	School Break	Legal Holiday	Local Holiday
		M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F									
		Grant 1, 2/10/11, 1:00 – 1:17 Days																																	
1 st school month Aug. 16 - Sept. 7																																			
2 nd school month Sept. 10 - Oct. 5																																			
3 rd school month Oct. 8 - Nov. 2																																			
4 th school month Nov. 5 - Dec. 7																																			
5 th school month Dec. 10 - Jan. 11																																			
6 th school month Jan. 14 - Feb. 8																																			
7 th school month Feb. 11 - Mar. 8																																			
8 th school month Mar. 11 - Apr. 5																																			
9 th school month Apr. 8 - May 3																																			
10 th school month May 6 – June 5																																			
Total Days																																			

1st quarter: Aug. 16 – Oct. 12 (41 days)
 2nd quarter: Oct. 15 – Dec. 20 (43 days)
 3rd quarter: Jan. 8 – Mar. 29 (56 days)
 4th quarter: Apr. 8 – June 5 (42 days)

First day of school for students: August 16
 Last day of school for students: June 5

Local Holiday by Contract: Nov. 23, Dec. 24, Dec. 26, Dec. 31

Non-work non-paid day for employees working calendar 12 months may be taken as
 Vacation days if approved and available: Jan. 7

Classified Employee's Work Year:

1. School Year Only August 16, 2018 – June 5, 2019
2. School Year + 2 Days August 14, 2018 – June 5, 2019
3. School Year + 5 Days August 10, 2018 – June 6, 2019
4. School Year + 10 Days August 9, 2018 – June 12, 2019

5. School Year + 15 Days August 2, 2018 – June 12, 2019
6. School Year + 20 Days July 26, 2018 – June 12, 2019
7. Eleven Months (K-12) July 16, 2018 – June 14, 2019
8. Twelve Months July 1, 2018 – June 30, 2019 (all days except holidays)