

STAFF REPORT - EXECUTIVE SUMMARY

(Also to be used with resolution going directly to the Board)

SUBJECT: 2021-2022 School Calendar Adjustment

PRESENTER(S): Kim Brown, Director of Learning

Julie Conrad, Director for Curriculum and Assessment; and,

Belynda Pinkston, Executive Director for Human Resources

I. Overall Content:

The purpose of this written report is to request mental health and wellness days for all staff members as a result of the stressors occurring this year. Note: This request is for this year only and not to be seen as a precedent for the future.

II. Board Motion Needed (if any)

A Board Motion is needed to approve the additional mental health days to be included in the 2021-2022 calendar.

III. Major Points in this Report:

The 2021-2022 District calendar contains the information listed below. The highlighted areas below include an explanation to utilizing two of the five and eight tenths days to provide mental health days to staff members.

- A. A committee of educators, administrators, and clerical staff worked on the development of the proposed calendar. The committee was represented by participation from all three school levels: elementary, middle, and high school.
- B. There are 190 professional staff days.
- C. There are 177 student contact days for all students. This also allows all District schools to exceed the hours of instruction required by the Department of Public Instruction.
- D. Five and eight-tenths banked inclement weather/snow/emergency days are built into the calendar as the District has enough instructional minutes at each level to allow for up to five and eight-tenths snow/emergency days. The proposal would retain two of those days for mental health and wellness days, which would allow for three and eight-tenths of snow/emergency days to remain.
- E. A virtual school day option will be implemented for high school students during the ACT testing that occurs for students in grade eleven. This will allow the District to maintain the five and eight-tenths inclement weather/snow/emergency days built into the recommended calendar.
- F. Fall parent-teacher conferences will be held so that every level has their own day. This will allow parents with multiple children to attend every level. By providing parents access to their students' information via Infinite Campus, spring conference attendance has drastically declined. The decision was made to have each building determine the best means by which to engage parents. "Conference time" will be thirteen (13) hours per building, outside of the school day. This could include "Get to Know You Conferences", "Open House (all levels)", STEM or Technology Night, etc. Parents may always make an appointment to discuss their child's progress with the teacher at any time throughout the school year.

- G. The start date for the Oshkosh Area School District occurs after September 1 as directed by law.
- H. There are nine early release dates to provide professional learning time.
- I. January 17, 2022 is a planned ½ day professional development and ½ day recordkeeping for staff members and a student non-instructional day for students. This will allow families to observe Martin Luther King, Jr. Day.
- J. February 17 and 18 will become a mental health and wellness break from the stressors occurring as a result of post COVID. Overwhelming feelings of stress and anxiety can cause people to feel exhausted, which leads to decreased productivity. For a one-year solution, the two mental health days would allow staff to decompress and recover from burnout. This is an incentive, similar to what businesses and universities across the country are offering. The strategy is to retain exceptional employees. If approved, communication will occur with staff, families, food service, daycare providers, UW-Oshkosh, and Kobussen.
- K. February 21 will remain as a professional development day for staff members and a student non-instructional day for students.
- L. Spring break returns back to the last full week in March and will take place from March 21-25, 2022.
- M. The calendar contains the ACT testing schedule for juniors in high school.
- N. The last day of school would be June 2, 2022, unless a fourth inclement weather day is needed. If this is needed, June 3, 2021 would become the last day of school.
- O. Graduation dates are scheduled for Friday, May 27, 2022 for Oshkosh West and Wednesday, June 1, 2022 for Oshkosh North, both being held at the Menominee Nation Arena. The dates will avoid potential athletic conflicts.
- P. A copy of the proposed District calendar is attached for your preview.

IV. Impact on District Goals:

Core Values:

- *Engaged students and staff*
- *Integrity (honesty and respect) (finances)*
- *Excellence (creative, visionary, learning)*
- *Responsive Improvement (rigorous, innovation, rapid)*
- *Safe learning and working environment*
- *Collaborative culture*

Vision Statement: *We will be the leader in education through innovation while focusing on the whole child.*

Mission Statement: *We will enrich our community by supporting our students to lead creative and empowered lives.*

Guiding Principle: *Students First*

Aligns with Strategic Plan Goal

☐ Yes ☐ No ☐ N/A

If Yes, Goal # _____



Board of Education Notice of Meeting & Agenda BOARD OF EDUCATION REGULAR MEETING

Based upon the ongoing health issues involving COVID-19, School Board meetings will be held for the public in a virtual environment in the interest of everyone's health and safety at this time.

It is our sincere hope to return to in-person meetings with the public present as soon as possible. The Board will be using Zoom to host its virtual meeting and will be livestreaming the public meeting on the Oshkosh Media YouTube Channel: <https://www.youtube.com/c/OshkoshMedia>

WEDNESDAY, DECEMBER 1, 2021

6:00 P.M.

Upon request to the superintendent, submitted 24 hours in advance, the district shall make reasonable accommodation including the provision of informational material in an alternative format for a disabled person to be able to attend this meeting. If accommodations are required, please provide 24-hour notice by calling 424-0120.

- ❖ **COMPLIANCE WITH OPEN MEETING LAW NOTIFICATION** [*§19.84(2) Wis. Stats.*]
- ❖ **ROLL CALL - Verification of Quorum**
- ❖ **PLEDGE OF ALLEGIANCE**
- ❖ **APPROVAL OF AGENDA**
- ❖ **BOARD/ADMINISTRATIVE REPORTS**
 1. Board President's Report
 2. Superintendent's Report
 - A. Student Board Representative Report – Oshkosh North High School
 - B. Student Board Representative Report – Oshkosh West High School
 - C. Superintendent's Good News Report
 - D. Superintendent's Calendar
 3. District Administrators' Supplemental Reports (if any)
 - A. COVID-19 Update (Written Report – Kaemmerer)
 - B. Communications and Marketing Plan Update (Written Report – Nieman)
 - C. Elementary and Secondary School Emergency Relief (ESSER) Funds (Written Report – Niehans)
 - D. 2021-2022 School Calendar Adjustment (Written Report – Brown)
 - E. Fire Alarm Systems at Oakwood Elementary School and Oshkosh North High School (Written Report – Fochs)
 4. Other Reports (Committee chairs will notify Board President if they have a report to give)

(NOTE: A total of 45 minutes during the meeting will be allotted for non-agenda and agenda related public forum. Each speaker will be allowed up to two minutes to speak. You must be in the virtual Waiting Room (using the link below) at the start of the meeting at 6:00 p.m. to be able to participate in the public forum.)

❖ **NON-AGENDA RELATED PUBLIC FORUM**

If you wish to speak during public forum, you must click on this [LINK](#), where you will be taken into the WAITING ROOM for the Zoom meeting. You will need to click on the form link inside of the Waiting Room to list your name and address and then wait until the Board President accepts you into the meeting to speak for two minutes. Once you have spoken, your access to the meeting will be lost through Zoom. Please note – your access to viewing the meeting will be through the Oshkosh Media YouTube channel (see link at top of agenda) and you will be unable to view the meeting through Zoom. The Zoom link is only for the public forum waiting room.

If you would like to provide comments to be read aloud during the public forum, please complete the [OASD Virtual Board Meeting - Public Forum Form](#) prior to 5 p.m. on Wednesday, December 1, 2021, by clicking on the link. The form will require your name, address, the topic you wish to address, whether it is Non-Agenda Related or Agenda-Related, and a certification statement. If you are acting as spokesperson for a particular group of individuals, please indicate the group