

## Calendar Options: Frequently Asked Questions

### What exactly are the enriched learning days?

Enriched Learning, or extended learning time, are state initiatives designed to increase learning time, fund innovative calendars and improve learning conditions for students and educators. Essentially, they are an opportunity to expand the classroom experience to include community engagement and an innovative way of doing school. There are some examples included in the PowerPoint.

### Why is the district considering changing the calendar now? Many families have vacation plans, and some of our kids have athletic commitments. It makes more sense to consider changes to the 2023-2024 calendar.

Reviewing the calendar for the upcoming year always happens around this time. The overarching goal is addressing what our students need right now, which is increased learning opportunities to address the impacts from the pandemic on academic engagement. For families that have prior commitments, schools can be flexible. Our state legislators have also committed state dollars for this year, which means the funding might not be available next year.

## Lost learning has very real implications for the future of individual students, and our economy as a whole

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Source: Using Hanushek and Woessman 2008 methodology to map national per capita growth associated with decrease in academic achievement, and using National Assessment of Education Progress relationship with the earnings.

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### What happens if an educator already has plans and will not be able to make it to the PD/first week of school? What about students who have travel plans with family? And what about blended families with custody agreements?

The district has always been flexible when it comes to prior commitments and court agreements.

**What exactly do the mandatory raises mean for teachers? How will either of these calendars affect that? Do we get our full daily rate for the 7 additional days or just the 3% additional?**

LCPS will distribute an average raise of 7% for all public school employees. If the 7% raise does not bring certified staff up to the new minimum salaries (\$50K for Level 1, \$60K for Level 2, \$70K for Level 3), then an additional raise will bring next year's salary up to that level.

Both calendar options being considered by the Board add 10 days for students and 7 days for staff. If the Board approves either calendar, staff will get an additional 3% raise (total of 10%) and a salary increase equivalent to the daily rate for each of the 7 additional contract days. (Annual salary/contract days multiplied by 7 days). This is on top of the 7% raise and the minimum salaries mentioned above.

**Order of Operations:**

1. 7% raise for FY23
2. Tier Minimum (\$50,000, \$60,000, \$70,000)
3. 3% for ELT
4. Additional days for ELT
5. ELT Tier Minimum (\$52,777, \$63,333, and \$73,888)

**PRACTICAL EXAMPLE – opting for ELT (traditional or balanced):**

- Level II Teacher currently making \$55,000
- With mandated 7% raise is \$58,850
- It's less than new Tier II minimum, so they will be rounded up to \$60,000.
- 3% raise for opting in to ELT makes \$61,800
- Plus daily rate ( $\$325.26 \times 7$  days) would make it \$64,076.84
- If less than new ELT Tier II minimum of \$63,333, they would be rounded up (in this case, it's above the minimum so they'll keep their \$64,076.84)

If the board does not approve either of the calendars that add the 10 days, then neither the additional 3% raise, nor the salary increase (daily rate multiplied by 7 days) will be provided by the state, and LCPS administration will work with the calendar committee to develop a standard calendar without providing the additional compensation.

**If we add the 10 extra days and have optional K-5+, will all teachers still get the additional 3%?**

Yes. The optional K5+ days would also include additional salary if approved by PED but would be optional for both educators and families.

**Will salaries be the same whether we add the 10 days or not?**

No. The 3% raise + daily rate will not happen if neither calendar is adopted.

**Does the increased salary count toward pension payments?**

Yes. The increase is subject to ERB and RHCA and would be included in their salary amounts that are reported. It has the effect of increasing their average salary for the retirement calculation.

**Is extended learning time mandatory or is it optional for teachers and students who want to participate?**

Both calendars add 10 days to the instructional calendar with compulsory attendance.

**What's the rationale for having students in different grades end the year on different days instead of on one?**

Starting school a day early for students changing schools has historically been done to ensure smooth transitions for students transitioning to new schools. Research is clear about the benefits of effective transitions on academic achievement.

**Does the mandatory salary increase include ancillary / service-related providers as well?**

Yes. All public education staff are included in the salary increase if either calendar is adopted.

**As an Early Childhood Teacher, I would like to know if our Preschool students in all programs (NMPreK, Headstart and DD Pre) are included in these options?**

These calendar options are for K-12. We are working with the state on considering Pre-K for enriched learning.

**How would the balanced calendar address students who take dual credit classes?**

Our dual credit students have always followed the NMSU calendar for college courses, and these options provide for that.

**Does our spring break line up with NMSU?**

Yes.

**If K5+ becomes optional, will it be available to all students/families that want it? Will it be equitable...as opposed to the past when only some schools could sign up.**

Yes, if the program is approved by PED.

**What if more than one teacher wants to do K5+ in the same grade level?**

Staffing will be based on student participation.

**Will the raise be 7% next year or split this year? If split will it be on top of our entire salary this year?**

The 7% applies to next year, and there will be a 3% raise for the 4<sup>th</sup> quarter of this year. Next year there will be a 7% raise – or a 10% raise if either of these calendars are selected.

**As a special education teacher, will students from the SCC or low incidence classrooms be included in these programs?**

Yes, these programs apply to all K-12 students.

**If extended learning is required for students, will funding of the program depend on a threshold of student attendance?**

No.