

THE FOLLOWING MINUTES WERE APPROVED ON DECEMBER 8TH, 2008 BY:

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SIGNATURE OF CHAIRMAN

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SIGNATURE OF CLERK

THE WORK SESSION OF THE LINCOLN SCHOOL BOARD WAS HELD ON DECEMBER 2ND, 2008 IN THE SCHOOL GYM AT 7:30 PM

THOSE PRESENT WERE:

**TRUSTEES**

KL-KEN LUMPKIN-CHAIRMAN  
BF-BILL FRISBEE-VICE CHAIRMAN  
BC-BILL CYR  
BW- BOB WOOD  
KT-KATHY TAMS

**ADMINISTRATION**

SUPERINTENDENT – KATHY HEISLER  
PRINCIPAL –LAURIE MAUGHAN  
CLERK – CAROL WILLIAMS

AUDIENCE: LISTED ON ATTACHED SHEET

CHAIRMAN, KEN LUMPKIN, STARTED THE WORK SESSION AT 7:35PM.

HE EXPLAINED THE PURPOSE OF A WORK SESSION. HE INFORMED THE PUBLIC THAT NO ACTION WOULD BE TAKEN AT THIS MEETING. THE ONLY PURPOSE FOR THE MEETING WAS TO SHARE INFORMATION AND GET INPUT FROM THE COMMUNITY. THEN HE TURNED THE MEETING OVER TO KATHY HEISLER.

KATHY PRESENTED A POWER POINT ON THE 4 DAY SCHOOL WEEK, INTRODUCING THE IDEA AND SHARING POSSIBLE STRENGTHS AND WEAKNESSES OF THIS SCHEDULE. THE POWER POINT ALSO WENT OVER THE RESULTS SO FAR OF A SURVEY TAKEN ON THE 4 DAY WEEK. THE SURVEY IS NOT COMPLETE AS SOME PARENTS WANTED MORE INFORMATION BEFORE MAKING THEIR DECISION. A COPY OF THE POWER POINT IS ATTACHED.

KATHY THEN TURNED THE MEETING OVER TO JIM BALDWIN, SUPERINTENDENT OF ALBERTON SCHOOLS. ALBERTON JUST THIS YEAR WENT TO A FOUR DAY WEEK. THEY HAVE BEEN RUNNING THIS SCHEDULE FOR ABOUT 4 MONTHS.

JIM SHARED THAT IT IS VERY IMPORTANT TO MAKE SURE YOU HAVE A GOOD SURVEY OF THE COMMUNITY ON THE ISSUE, GETTING AS MUCH INPUT AS POSSIBLE. PUBLIC SUPPORT WOULD BE A KEY FACTOR. IT IS IMPERATIVE THAT THE COMMUNITY IS SUPPORTIVE OF THE SCHEDULE CHANGE.

JIM SAID THE SCHEDULE ALBERTON IS USING HAS A CONCENTRATED CURRICULUM FOUR DAYS A WEEK WITH NO STUDY HALLS. THE LAST 20 MINUTES OF A CLASS PERIOD, THE TEACHER HELPS KIDS WITH THEIR WORK AND ANSWERS QUESTIONS.

ONE ISSUE THAT JIM SHARED WAS ALBERTON DID NOT REVISE THE MASTER CONTRACT AS FAR AS TEACHER LEAVE DAYS. WITH LESS SCHOOL DAYS THE TEACHERS AND SCHOOL BOARD CAME TO AN AGREEMENT THAT EACH DAY USED FOR LEAVE WOULD COUNT AS 1.2 DAYS. HE SAID THE MASTER AGREEMENT SHOULD BE LOOKED AT ON THIS ISSUE BEFORE THE 4 DAY WORK WEEK IS IMPLEMENTED.

JIM SHARED THAT MORALE IS UP FOR BOTH STAFF AND STUDENTS. ATTENDANCE HAS IMPROVED, AND HONOR ROLL STUDENTS HAS GONE FROM 58% OF THE STUDENT POPULATION LAST YEAR, TO 67% THIS YEAR.

THE MEETING THEN MOVED INTO A QUESTION AND ANSWER PERIOD.

**STAFF MEMBER, STEVE MAUGHAN ASKED HOW THE STUDENTS HAD REACTED TO THE CHANGE.**

JIM ANSWERED THAT THE STUDENTS HAD REACTED POSITIVELY. WHEN FIRST IMPLEMENTED, THERE WAS CONCERN ABOUT THE YOUNGER ELEMENTARY STUDENTS. HE SHARED THAT THE YOUNGER KIDS HAD ADJUSTED TO THE NEW SCHEDULE AND SEEM TO HAVE AS MUCH ENERGY AS EVER. KINDERGARTEN DOES HAVE A NAP TIME TO HELP THEM GET THROUGH THE LONG DAY. THEY ALSO SCHEDULE FINE ARTS AND MUSIC THE LAST PERIOD OF THE DAY, HAVING ALL THE CORE CLASSES IN THE MORNING.

**HEIDI HANDFORD ASKED ABOUT OTHER SCHOOLS WHO HAD BEEN RUNNING THIS SCHEDULE FOR A WHILE AND IF WE HAD ANY STATISTICS FROM THE OTHER SCHOOLS.**

KATHY HEISLER INFORMED THE PUBLIC THAT WE HAD A COPY OF A POWER POINT FROM VICTOR WHO HAS BEEN USING THE 4 DAY WEEK SCHEDULE FOR 3 YEARS. **ANY MEMBER OF THE PUBLIC WANTING A COPY OF THIS WOULD JUST NEED TO STOP BY THE OFFICE AND REQUEST ONE.**

JIM SHARED THAT VICTOR AFTER ONE YEAR OF 4 DAY SCHEDULE EXPERIENCED CRIME GOING DOWN 50%, TEST SCORES WENT UP AND THEIR ATTENDANCE ALSO IMPROVED. HE THEN TALKED ABOUT COLORADO SCHOOLS. SOME SCHOOLS IN COLORADO HAVE BEEN RUNNING THE 4 DAY WEEK FOR 14 YEARS. HE SAID THESE SCHOOLS SWEAR BY THE FOUR DAY WEEK.

**LAURA NICOLAI THEN ASKED ABOUT HOW LONG CLASS PERIODS WOULD BE WITH THIS NEW SCHEDULE.**

KATHY HEISLER RESPONDED THE CLASSES WOULD MOST LIKELY BE CLOSE TO AN HOUR IN LENGTH, BUT THIS WAS A POINT FOR DISCUSSION ON WHETHER WE WOULD HAVE AN EIGHT OR SEVEN PERIOD DAY.

**HEIDI HANDFORD HAD CONCERNS ABOUT ATHLETICS AND ELIGIBILITY. WOULD ATHLETES ACADEMICS SUFFER BECAUSE OF THE LONG DAY? ATHLETES HAVE VERY LITTLE FREE TIME AS IT IS, WOULD THIS LONGER SCHEDULE AFFECT THEM NEGATIVELY?**

JIM ANSWERED THAT THEY HAD EXPERIENCE NO PROBLEMS WITH ATHLETES AND ACADEMICS. ALBERTON SCHOOL OFFERS STUDY TABLES IN THE MORNING AND AFTERNOON WITH TEACHERS TO HELP KIDS THAT ARE HAVING PROBLEMS.

**STAFF MEMBER, KRIS JACOBSEN, THEN ASKED HOW MUCH OF CLASS IS STUDY HALL IN ALBERTON.**

JIM ANSWERED THAT THEY TRY TO GIVE 20 MINUTES A DAY TO TEACHER ASSISTED STUDY HALL IN EACH CLASS. THIS CAN VARY EACH DAY, BUT THIS IS WHAT THEY ARE SHOOTING FOR.

JIM ALSO SHARED THAT A FEW WEEKS INTO THE NEW SCHEDULE THEY MET WITH PARENTS AND COMMUNITY MEMBERS TO SHARE PROBLEMS AND CONCERNS. ONE CONCERN PARENTS HAD WAS THE JUNIOR HIGH KIDS WEREN'T GETTING ENOUGH TIME TO DO THEIR WORK AND HAD TOO MUCH HOMEWORK. HE SAID MEETINGS LIKE THIS ARE IMPORTANT TO WORK OUT ANY PROBLEMS AND CONCERNS. HE ALSO SUGGESTED THAT OUR SCHOOL DO A SURVEY EVERY YEAR AS TO WHAT COULD BE IMPROVED, WITH THE NEW SCHEDULE.

**HEIDI HANDFORD ASKED JIM WOULD ALBERTON WOULD GO BACK TO A 5 DAY WEEK IF THINGS DIDN'T WORK OUT.**

JIM ANSWERED ALBERTON IS COMMITTED TO THE FOUR DAY WEEK AND THAT IN TALKING TO A LOT OF OTHER SCHOOLS THAT HAD BEEN ON A 4 DAY WEEK FOR A WHILE, ALL OF THEM SAID THEY WOULDN'T GO BACK, EXCEPT FOR A FEW SCHOOLS IN CANADA.

**STAFF MEMBER, ANNETTE GARDNER, ASKED KATHY HEISLER IF GAMES WOULD ALWAYS BE ON THURSDAY OR FRIDAY.**

KATHY ANSWERED THAT JUNIOR HIGH SPORTS, CROSS COUNTRY MEETS AND JV FOOTBALL, COULDN'T FIT INTO THAT SCHEDULE, BUT ALL OTHER SPORTS WE WOULD TRY VERY HARD TO ONLY SCHEDULE ON THURSDAY, FRIDAY OR SATURDAY.

**STAFF MEMBER, KRIS JACOBSEN HAD A CONCERN ABOUT HIGH SCHOOL ATHLETES MISSING THURSDAY AFTERNOONS.**

JIM ANSWERED THAT THEY SCHEDULED MOST THEIR HS GAMES ON FRIDAY AND SATURDAY AND TRY TO HAVE HOME GAMES ON THURSDAY NIGHT. HE SAID VICTOR DOES THE SAME THING. JH GAMES ARE PLAYED AT 5 PM SO THE KIDS MISS LESS SCHOOL. HE CONTINUED THAT OUR CONFERENCE IS VERY HELPFUL WITH SCHEDULING. ALBERTON'S ATHLETIC SCHEDULING HAS DEFINITELY CUT DOWN ON MISSED DAYS DUE TO SPORTING EVENTS.

**ANOTHER QUESTION WAS ASKED ABOUT THE TREND WITH OTHER SCHOOLS. WHO ELSE IS CONSIDERING A FOUR DAY WEEK?**

JIM ANSWERED THAT ARLEE LOOKS LIKE THEY WILL BE GOING TO A FOUR DAY WEEK, AND NOXON IS GOING TO SOME FOUR DAY WEEKS.

**STAFF MEMBER, ANNETTE GARDNER ASKED IF THE FOUR DAY WEEK WAS SET WITH FRIDAY AS THE DAY OFF, OR COULD IT BE A MONDAY OR MAYBE EVEN VARY THE DAY OF THE WEEK THAT IS TAKEN OFF.**

JIM ANSWERED THAT TWO EAGLE TAKES MONDAY OFF. KATHY INFORMED THE GROUP THAT WE ARE JUST LOOKING FOR INFORMATION. THE REASON FOR THIS MEETING IS TO GET INPUT. FRIDAY IS NOT SET AS THE DAY THAT WOULD BE TAKEN OFF, IF WE WERE TO GO TO A FOUR DAY SCHEDULE.

**HEIDI HANDFORD THEN ASKED JIM WHAT WAS THE MOST COMPELLING ARGUMENT AGAINST THE 4 DAY WEEK.**

JIM ANSWERED THE NUMBER ONE CONCERN FROM PARENTS WAS DAYCARE ON FRIDAYS. HE SHARED THAT WHEN VICTOR SCHOOL WENT TO A 4 DAY WEEK A CHURCH OFFERED DAYCARE ON FRIDAY. WITHIN A COUPLE OF WEEKS, NO ONE WAS USING IT AS PARENTS HAD MADE OTHER PLANS. HE ALSO SHARED THAT POSSIBLY IT COULD BE A GOOD OPPORTUNITY FOR THE OLDER KIDS TO BE ABLE TO BABY SIT ON FRIDAYS.

**HEIDI HANDFORD BROUGHT UP THAT FOR A FEW KIDS SCHOOL IS THE ONLY STRUCTURE THEY HAVE. SOME KIDS HOME LIFE IS NOT STRUCTURED AND WOULD IT BE A PROBLEM FOR THESE KIDS TO NOT HAVE THE SCHOOL ENVIRONMENT ON FRIDAYS. SHE ALSO BROUGHT UP THE ISSUE OF DRUG PROBLEMS AND WHAT WOULD KIDS DO WITH THE EXTRA DAY OFF.**

JIM ACKNOWLEDGED THESE WERE VALID CONCERNS AND SHARED WITH THE GROUP THAT ONE FRIDAY A MONTH, ALBERTON TAKES KIDS ON FIELD TRIPS TO DO SOMETHING FUN.

**COACH, CASEY BURNS, ASKED JIM IF IT WAS TRUE THAT THE SAVINGS THAT VICTOR IS GETTING HAS BEEN USED TO BROADEN TECHNOLOGY.**

JIM ANSWERED THIS WAS ONE OF THEIR GOALS.

JIM THEN SHARED WITH THE GROUP THAT WITH THE FOUR DAY WEEK, TEACHERS HAD MOST FRIDAYS OFF. TEACHERS COME IN 30-45 MINUTES EARLIER AND LEAVE 15-30 MINUTES LATER THAN THE OLD SCHEDULE. THEY ARE REQUIRED TO COME IN ONE FRIDAY A MONTH. ADMINISTRATORS WORK MOST FRIDAYS.

**ANNETTE GARDNER THEN ASKED ABOUT THE IMPACT OF THIS SCHEDULE ON HOURLY EMPLOYEES LIKE JANITORS, COOKS AND AIDS.**

JIM INFORMED THE GROUP THAT AT ALBERTON THE HOURLY EMPLOYEES MOVED TO 9 HOUR DAYS SO THEY WORK 36 HOURS PER WEEK, THEY ALSO RECEIVED A RAISE. SO THEIR ANNUAL SALARY BASICALLY STAYED THE SAME AFTER THE CHANGE.

**ANNETTE ASKED ABOUT HOURLY EMPLOYEES AND WOULD THEY LOSE THEIR BENEFITS?**

JIM ANSWERED THAT ANY EMPLOYEE WORKING OVER 20 HOURS RECEIVED BENEFITS.

**CARL TEMPLETON MADE A COMMENT THAT THE EXTRA 20 MINUTE TIMEFRAME SET UP FOR TEACHER ASSISTED STUDY HALL WAS A GOOD IDEA. HE THOUGHT THERE WOULD BE LESS GOOFING OFF THAN IN NORMAL STUDY HALLS.**

**STAFF MEMBER, KRIS JACOBSEN, ASKED ABOUT CLASS MEETINGS AND HOW ALBERTON HANDLES THEM IN THE NEW SCHEDULE.**

JIM SAID THEY HAVE ONE CLASS MEETING PER MONTH AND VARY WHAT CLASS PERIOD THE MEETING TAKES PLACE SO AS TO NOT NEGATIVELY IMPACT ANY ONE PARTICULAR CLASS.

**KIM CASTAGNE ASKED IF HOMEWORK INCREASED WITH THE LONGER DAYS.**

JIM SAID AT ALBERTON THEY SHOOT FOR 1 HOUR OF HOMEWORK A NIGHT. TEACHERS ARE 100% BEHIND THE NEW SCHEDULE AND THE TEACHER ASSISTED STUDY HALL HAS REALLY CUT DOWN ON HOMEWORK.

**HEIDI ASKED ABOUT SPORTS PRACTICES AND IF THEY WERE SHORTENED WITH THE LONGER DAYS.**

JIM ANSWERED THAT SPORTS PRACTICES ARE CUT OFF AT TWO HOURS. ALBERTON'S JUNIOR HIGH BASKETBALL PRACTICES TAKE PLACE DURING THEIR PE CLASSES.

**MICHELE KEGEL ASKED ABOUT FIELD TRIPS AND THE INTERRUPTIONS WITH A FOUR DAY WEEK.**

JIM SAID THEY ARE BEING VERY CAREFUL WITH FIELDTRIPS, TRYING TO MINIMIZE INTERRUPTIONS.

JIM ALSO SHARED THAT WITH THE NEW SCHEDULE HE HAS NOTICED ONE WEAKNESS IS THE MORNING SEEMS TO GO FAST, SOMETIMES THE AFTERNOONS CAN SEEM LONG. THEY HAVE ELEMENTARY CLASSES SOLIDS IN THE MORNING TO CATCH THE KIDS WHILE THEY ARE STILL FRESH.

**LAURA BURNS ASKED WHEN KIDS MISS A DAY WITH A FOUR DAY WEEK IT SEEMS LIKE A LOT MORE TIME MISSED. WOULD KIDS BE COMING TO SCHOOL SICK IN ORDER NOT TO MISS A DAY? SHE ALSO STATED THAT SOME DOCTORS AND DENTISTS AREN'T OPEN ON FRIDAY.**

JIM ACKNOWLEDGED THAT AS A VALID CONCERN. HE SAID SOMETIMES WITH FOUR OR FIVE DAY WEEK, KIDS COME THAT ARE SICK AND YOU HAVE TO SEND THEM HOME. A LOT OF HIS KIDS PLAN THEIR DOCTOR APPOINTMENTS IN THE AFTERNOON TO MISS THE LEAST AMOUNT OF TIME.

**HEIDI HANDFORD ASKED IF ATTENDANCE WAS MORE OF A PROBLEM WITH THIS NEW SCHEDULE.**

JIM SAID THEY MOVED THEIR ATTENDANCE POLICY FROM ALLOWING 10 DAYS MISSED PER SEMESTER TO 8 DAYS MISSED AND IT HASN'T BEEN A PROBLEM.

**LAURA ASKED IF STUDENTS THAT MISSED A DAY COULD COME IN AND MAKE UP WORK ON FRIDAYS.**

JIM SHARED THAT AT ALBERTON THE BOARD WANTED TO STAY AWAY FROM HAVING SCHOOL ON FRIDAYS.

**LAURA ALSO SHARED THAT SHE WOULD LIKE TO SEE KIDS HAVE OPPORTUNITIES TO DO THINGS ON FRIDAYS.**

JIM SAID ALBERTON HAD GOTTEN AN AFTER SCHOOL GRANT WHICH HELPED PAY FOR THE EXTRA FIELDTRIPS AND SUCH.

**LOUANN GARDNER ASKED IF THE SAVINGS WOULD REALLY BE THAT HIGH SINCE WE HEAT OUR SCHOOL WITH PROPANE.**

JIM SHARED THEY HAD INSTALLED SMART THERMOSTATS ON THE HEATERS AND LIGHTS THAT SAVE ELECTRICITY. A DISCUSSION THEN TOOK PLACE ABOUT HOW WE HEAT OUR SCHOOL AND THE EQUIPMENT WE HAVE.

**TERRI MOONEY ASKED WHAT IS THE MAIN OBJECTIVE OF SWITCHING FROM A 5 DAY WEEK TO A FOUR DAY WEEK.**

JIM ANSWERED EVEN IF YOU DON'T SAVE A DIME, HE BELIEVES A CONCENTRATED 4 DAY WEEK IS BETTER THAN A PARTIAL 5 DAY EFFORT.

**TERRI MOONEY HAD CONCERNS ON WHAT KIDS WOULD DO ON FRIDAY.**

AFTER THIS, THERE WERE NO MORE QUESTIONS. CHAIRMAN LUMPKIN THANKED JIM BALDWIN FOR COMING UP AND ANSWERING QUESTIONS. THE CHAIRMAN THEN REMINDED THE GROUP THAT THIS WAS A PROCESS. THE BOARD HAD NO PRECONCEIVED IDEAS ON THIS SUBJECT. THE BOARD NEEDS PUBLIC INPUT TO GUIDE THEM IN THIS DECISION. THE BOARDS' NUMBER ONE CONCERN IS WHAT IS BEST FOR THE STUDENT.

HEIDI ASKED THE BOARD TO HELP MAKE SURE THE COMMUNITY KNOWS WHAT IS GOING ON. POSSIBLY HAVE A MESSAGE BOARD FOR QUESTIONS AND ANSWERS. SHE SAID IT WOULD BE NICE IF WE USED TECHNOLOGY TO KEEP THE COMMUNITY INVOLVED.

MICHELE KEGEL SAID SHE WAS ONE OF THE PARENTS THAT COULDN'T ANSWER THE SURVEY BECAUSE SHE NEEDED MORE INFORMATION. SHE ASKED THAT WE SEND ANOTHER INFORMATIONAL LETTER OUT TO PARENTS TO KEEP THEM INFORMED.

ANNETTE GARDNER ASKED THAT THE BOARD VISIT VICTOR SCHOOL AND INTERVIEW KIDS AND STAFF ABOUT THEIR FEELINGS ON THE SCHEDULE CHANGE. SHE RECOMMENDED THAT THE MEDIA COMMUNICATIONS CLASS TAPE SOME OF THESE INTERVIEWS.

CHAIRMAN LUMPKIN THANKED EVERYONE FOR COMING AND SHARING THEIR CONCERNS AND QUESTIONS. HE SAID THERE WILL BE MORE WORK SESSIONS TO DISCUSS THIS ISSUE FURTHER. THEN THE MEETING CAME TO AN END.

MEETING WAS ADJOURNED AT 8:51 PM

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