- would miss class time.

three-day weekends

- Child care costs. Families may extend
- into four days for travel. Concerns for students who receive free or re-
- Concerns for students receiving special needs services.

duced meals.

Unknown impacts include: Ease of transition for

- students.
- Impact on learning. Impact on support for future mill levy overrides (MLOs).
- Impact on staff reten-

tion. Somers was asking the board whether they would advise continuing to research the option or take other action. He said that he would feel most confident if the staff showed a 66% or better inclination to stay if the change were made. Some staff said they would leave if the change were implemented.

Somers said the district is coming up on the open enrollment period when parents need to decide whether to keep their children in District 38 and parents in adjoining districts wish to have their children in District 38. For this reason, it would be wise to make a statement one way or another.

Regarding retention, Somers said that he would

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like to cut the turnover rate in half, but this is not the only way to influence it.

One member remarked that with the rate of new construction in the district and the potential of lowercost housing, new families may be more affected by additional child-care costs.

Shank commented that it would be unwise to do something so disruptive unless we were convinced it would solve the problem.

Upchurch said she has researched the 120 districts in the state which currently have four-day weeks and there is no solid evidence of impact on student performance. She also commented that, if the district were to gain many new students through this change, it may not have anywhere to put them. No districts have returned to five-day weeks after the change.

Upchurch, Shank, and Brown suggested charging Somers and staff with finding other solutions to the problems of compensation and retention.

Somers said that the board will need to approve the 2024-25 calendar in January.

Schwarz commented that the 20% increase in salary achieved by the staff in the last few years has not impacted the district's standing compared to adjoining districts. We are still about 8% behind. We need to let the staff know if we are no longer pursuing the four-day week.

Shank agreed that the staff needs to know they are being heard.

Upchurch said she had hoped for a more definitive result from discussions and surveys. She honored the work of the task force and calendar committee but concluded that the board wishes the staff to explore other solutions to the compensation problem.

**Fall survey discussion** Welch and Whetstine re-

Jame ۷

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ported on results of surveys of students, parents, and staff during the fall.

To view the details of the surveys, please see boarddocs.

This was the second time the students had been surveyed and it was shown that they felt safe in their school environment, they knew an adult they could go to for help, and they felt a part of the school commu-

The parent and staff







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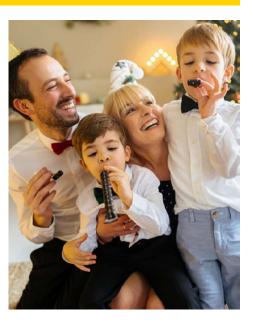
As the calendar turns the page, we wish you the very best in the year ahead.



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