



**Springfield Public Schools
2021-2022 Student Calendar
Rise Academy
1170 Carew Street, Springfield, MA 01104**



Student Hours 7:30 AM - 3:20 PM

Teacher Hours 7:15 AM - 4:30 PM (Tues, Wed, Thurs); 7:15 AM- 3:30 PM (Mon, Fri)

Aug 30: School Begins

August 2021				
MON	TUE	WED	THU	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Feb 21: Schools Closed - Presidents Day
Feb 22 - 25: Schools Closed - Mid-Winter Vacation

February 2022				
MON	TUE	WED	THU	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28				

Sep 6: Schools Closed - Labor Day
Sep 14: Schools Closed - Teacher PD Day

September 2021				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

March 2022

MON	TUE	WED	THU	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

Oct 11: Schools Closed - Columbus Day

October 2021				
MON	TUE	WED	THU	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Apr 15: Schools Closed - Good Friday
Apr 18: Schools Closed - Patriots Day
Apr 19 - 22: Schools Closed - Spring Vacation

April 2022				
MON	TUE	WED	THU	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Nov 2: Schools Closed - Teacher PD Day (Election Day)
Nov 11: Schools Closed - Veterans Day
Nov 24 - 26: Schools Closed - Thanksgiving Vacation

November 2021				
MON	TUE	WED	THU	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May 30: Schools Closed - Memorial Day

May 2022				
MON	TUE	WED	THU	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Dec 23: Student Early Release at 11:05am
Dec 24 - 31: Schools Closed - Holiday Vacation

December 2021				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Jun 20: Schools Closed - Observance of Juneteenth Day
Jun 23*: End of School Year - Early Release for Students & Staff at 11:05am

June 2022				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

Jan 6: Schools Closed - Teacher PD Day
Jan 17: Schools Closed - Dr. Martin Luther King, Jr. Day

January 2022				
MON	TUE	WED	THU	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

*Calendar includes five (5) additional pupil school days for inclement weather. Schools will close after they have been in session for 180 pupil school days. Official end date and dismissal will be covered by bulletin.

School Closed
 Student Early Release



**Springfield Public Schools
2021-2022 Staff Calendar
Rise Academy
1170 Carew Street, Springfield, MA 01104**



Student Hours 7:30 AM - 3:20 PM

Teacher Hours 7:15 AM - 4:30 PM (Tues, Wed, Thurs); 7:15 AM- 3:30 PM (Mon, Fri)

Aug 16-27: Teacher PD
Aug 27: Convocation
Aug 30: School Begins

August 2021				
MON	TUE	WED	THU	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Feb 21: Schools Closed - Presidents Day
Feb 22 - 25: Schools Closed - Mid-Winter Vacation

February 2022				
MON	TUE	WED	THU	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28				

Sep 6: Schools Closed - Labor Day
Sep 14: Schools Closed - Teacher PD Day

September 2021				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

March 2022

MON	TUE	WED	THU	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

Oct 11: Schools Closed - Columbus Day

October 2021				
MON	TUE	WED	THU	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Apr 15: Schools Closed - Good Friday
Apr 18: Schools Closed - Patriots Day
Apr 19 -22: Schools Closed - Spring Vacation

April 2022				
MON	TUE	WED	THU	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Nov 2: Schools Closed - Teacher PD Day (Election Day)
Nov 11: Schools Closed - Veterans Day
Nov 24 - 26: Schools Closed - Thanksgiving Vacation

November 2021				
MON	TUE	WED	THU	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May 30: Schools Closed - Memorial Day

May 2022				
MON	TUE	WED	THU	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Dec 23: Early Release for Students at 11:05am & Early Release for Staff at 11:30am
Dec 24 - 31: Schools Closed - Holiday Vacation

December 2021				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Jun 20: Schools Closed - Observance of Juneteenth Day
Jun 23*: End of School Year - Early Release for Students at 11:05am & Early Release for Staff at 11:30am
Jun 24: Schools Closed - Teacher PD Day

June 2022				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

Jan 6: Schools Closed - Teacher PD Day
Jan 17: Schools Closed - Dr. Martin Luther King, Jr. Day

January 2022				
MON	TUE	WED	THU	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

*Calendar includes five (5) additional pupil school days for inclement weather. Schools will close after they have been in session for 180 pupil school days. Official end date and dismissal will be covered by bulletin.

- School Closed
- Staff Early Release
- Regular Day + PD
- Full Day PD

1. Allocation of discretionary funds made available by the principal, including in areas such as: wraparound services for students and families, after-school programs, and school supplies. Discretionary funds are those remaining after a school budgets for district services, partner fees, staff salaries and stipends.

For the 2021-22 school year, discretionary funds have been allocated in the following amounts:

- Grade level field trips and incentives: \$6,000 (\$2,000 per grade level)

Any transfer or use of additional funds received over the course of the school year will be determined by the principal. If additional funds become available - for example, in late fall after any “true-ups” - TLTs should discuss the possibility to increase discretionary funds in the current fiscal year.

2. School curriculum issues.

Rise Academy will use a curriculum framework aligned with the Massachusetts State Curriculum Frameworks. Teachers may be asked to assist in developing new and improved curricula for their own use and that of other teachers in the building. To the extent possible, teachers will be made aware of curriculum changes in advance and have an opportunity to provide feedback.

3. Professional development activities applicable to the school as a body. This does not include individualized professional development or coaching of teachers.

Teachers may be required to participate in professional development activities throughout the school year, including before and after the school day for students, and before or after the school year starts and ends. If possible, at least one week’s notice will be given to teachers before any required professional development activities. Expected professional development activities include those below (please see school calendar for additional details):

- Up to 10 days of professional development and/or staff planning days before the school year begins;
- Up to 3 days of professional development and planning days during the school year;
- Up to 3 hours per week of PD and meetings after the school day ends for students during the year (“extended day”)
- Up to 1 day after the last day of school for students, but before the end of the term of employment.

4. School calendar.

Please see the attached 2021-22 school year calendar for staff. Any change to the school year calendar is subject to SEZP approval. If possible, at least one month’s notice will be given to teachers before any change to the school calendar. In the event of a change during the year, accommodations may be made for individuals with critical scheduling conflicts on a case-by-case basis. The school calendar will include:

- Total number of school days and hours for students. Required total hours for students are a minimum of 1330 per year for Middle School and 1250 per year for High School.
- Total number of days and hours for educators, including school days and professional development and planning days. Teachers are required to work a minimum of 1500 hours per year.
- All federal and state holidays.
- Winter break, Mid-winter break, Spring break.

5. Schedule for staff and students, provided that all teachers will continue to receive duty-free lunch and regular student-free preparatory time.

Teachers at each school will receive a duty-free lunch and regular preparatory time.

The standard workday for educators will be 9 hours and 15 minutes (Tuesday/Wednesday/Thursday) and 8 hours and 15 minutes (Monday/Friday). For the majority of educators, required hours will be approximately 7:15am - 4:30pm (Tuesday/Wednesday/Thursday) and 7:15am - 3:30pm (Monday/Friday).

Teachers will have approximately the equivalent of 4 self-directed preparatory periods per week and 1 planning period that will be used for a coaching meeting. These hours will be allocated as evenly across the school week as possible. This self-directed time can be used to plan, grade, collaborate with their colleagues, etc. In extenuating circumstances, teachers may be asked to perform some duties during this time.

Additionally, all staff members are expected to participate in professional development, collaboration activities and/or PLC meetings, expected to be held as follows, unless otherwise directed by the principal:

- Professional development - Tuesday 3:30 - 4:30
- Parent meetings (as needed) - Wednesday 3:30 - 4:00
- Content team meetings - Wednesday 4:00 - 4:30
- Grade level meetings - Thursday 3:30 - 4:30

In addition to traditional responsibilities and those duties listed above, all staff at Rise Academy may be expected to be involved in educational and administrative activities that are necessary to fulfill the mission of the school. These activities may include, but are not limited to:

- Staffing intervention blocks, including ELL, guided reading/ELA intervention, guided math, independent reading, or enrichment (to be included in the regular school day, and not replacing guaranteed lunch and prep time);
- Co-leading grade level Team Time;
- Participation in Open House and other family events during the school year (no more than 10 additional hours);
- Phone calls, texts, or emails to families about the academic, behavioral, and social progress of students
- Preparation of student paychecks, progress reports, and report cards;
- Checking homework on a daily basis;
- Attending student-related meetings; and
- Serving as an advisor to a small cohort of students.

6. Class coverage and substitutes.

During a typical Monday-Friday week, all staff members may be required to cover classes as needed, except during teachers' duty-free lunch. To the extent possible, class coverage will be assigned equitably and on a rotated basis, including:

- Coverage of homeroom periods, not exceeding 60 minutes per day;
- Substitute coverage of classes or responsibilities of others who are absent from school.

7. Schedule of school-wide parent/teacher meetings. This does not include individual parent-teacher meetings that may occur between school-wide meetings.

Rise Academy will hold 3 parent-teacher conferences during the 2021-22 school year. Teachers will be expected to schedule a number of individual conferences, but will be given time within their regular school day in which to meet with parents.

8. Work before and/or after the regular school year.

Returning teachers are expected to report to work on August 16, 2021. The final work day for teachers is June 24, 2022. These dates assume five days built in for inclement weather and will change based on the actual number of inclement weather days. If possible, at least one month's notice will be given to teachers before any change to the start and end of the school year.

9. Notices and announcements.

Teachers will be notified in advance of special events which will involve students such as health testing, assemblies, etc. Classroom interruptions for notices or public address announcements will be kept at an absolute minimum.

10. School health and safety issues.

Working with SEZP and SPS, the school will make every effort to provide appropriate materials, space, and technology to support effective teaching and learning.

Security of school premises will be maintained and visitors to the school will be required to check in upon entry.

Every effort will be made to mitigate painting or repairs to buildings while school is in session, to avoid distractions or interruptions to student learning.

11. Staff dress code.

Staff at Rise Academy are asked to dress professionally for a school setting, Monday-Thursday. This includes a shirt and tie for men and the equivalent for women, with no jeans, shorts, flip flops or other excessively casual clothing. On Fridays staff can participate in College Shirt day or Social Justice Friday by wearing a college shirt, Rise shirt, or social justice shirt and jeans. When dress down days are awarded to students as an incentive, staff can also dress down in school-appropriate, casual clothing.

12. Rotation of duties.

During a typical Monday-Friday week, all staff members are expected to perform additional duties that are necessary to fulfill the mission of Rise Academy. To the extent possible, duties will be equitably distributed and rotated among staff members on a regular basis. These duties may include, but are not limited to:

- Coverage of homeroom periods, focus blocks, arrival, and dismissal, not exceeding 90 minutes per day;
- Coverage of snack periods, lunch periods, or lunchtime homework club, not exceeding 60 minutes per day;
- Substitute coverage of classes and duties of others who are absent from school; and
- Hallway coverage, not exceeding 60 minutes per day.

Staff may be asked to perform additional duties or responsibilities not listed here. Some additional responsibilities may come with additional compensation in the form of stipends, but stipends should not be expected.

13. Class size.

Rise Academy commits to ensuring a reasonable class size for students and teachers. Class sizes may be differentiated, to support student learning and teacher development.

14. Bulletin boards.

Teachers may be asked to support in the development and maintenance of bulletin boards in hallways. The Springfield Education Association will be provided a clearly designated bulletin board for the purpose of posting Association-related notices and other materials. Such space will be provided in each building for the exclusive use of the Association.

15. Family-teacher communication.

Teachers may be required to make regular phone calls to families about the academic progress of students, as well as respond to family inquiries via email, phone or in-person meetings throughout the school year.



**Springfield Public Schools
2021-2022 Student Calendar
Rise Preparatory Academy H.S.
1170 Carew Street, Springfield, MA 01104**



Student Hours 7:35 AM - 3:10 PM

Teacher Hours 7:15 AM - 4:30 PM (Tues, Wed, Thurs); 7:15 AM - 3:30 PM (Mon, Fri)

Aug 30: School Begins	August 2021					Feb 21: Schools Closed - Presidents Day	February 2022				
	MON	TUE	WED	THU	FRI		MON	TUE	WED	THU	FRI
	2	3	4	5	6			1	2	3	4
	9	10	11	12	13	7	8	9	10	11	
	16	17	18	19	20	14	15	16	17	18	
	23	24	25	26	27	21	22	23	24	25	
	30	31				28					

Sep 6: Schools Closed - Labor Day Sep 14: Schools Closed - Teacher PD Day	September 2021					March 2022				
	MON	TUE	WED	THU	FRI	MON	TUE	WED	THU	FRI
			1	2	3		1	2	3	4
	6	7	8	9	10	7	8	9	10	11
	13	14	15	16	17	14	15	16	17	18
	20	21	22	23	24	21	22	23	24	25
	27	28	29	30		28	29	30	31	

Oct 11: Schools Closed - Columbus Day	October 2021					Apr 15: Schools Closed - Good Friday Apr 18: Schools Closed - Patriots Day Apr 19-22: Schools Closed - Spring Vacation	April 2022				
	MON	TUE	WED	THU	FRI		MON	TUE	WED	THU	FRI
					1					1	
	4	5	6	7	8	4	5	6	7	8	
	11	12	13	14	15	11	12	13	14	15	
	18	19	20	21	22	18	19	20	21	22	
	25	26	27	28	29	25	26	27	28	29	

Nov 2: Schools Closed - Teacher PD Day (Election Day) Nov 11: Schools Closed - Veterans Day Nov 24 - 26: Schools Closed - Thanksgiving Vacation	November 2021					May 30: Schools Closed - Memorial Day	May 2022				
	MON	TUE	WED	THU	FRI		MON	TUE	WED	THU	FRI
	1	2	3	4	5	2	3	4	5	6	
	8	9	10	11	12	9	10	11	12	13	
	15	16	17	18	19	16	17	18	19	20	
	22	23	24	25	26	23	24	25	26	27	
	29	30				30	31				

Dec 23: Early Release at 11:05am Dec 24 - 31: Schools Closed - Holiday Vacation	December 2021					Jun 20: Schools Closed - Observance of Juneteenth Day Jun 23*: End of School Year - Early Release at 11:05am for Students & Staff	June 2022				
	MON	TUE	WED	THU	FRI		MON	TUE	WED	THU	FRI
			1	2	3			1	2	3	
	6	7	8	9	10	6	7	8	9	10	
	13	14	15	16	17	13	14	15	16	17	
	20	21	22	23	24	20	21	22	23	24	
	27	28	29	30	31	27	28	29	30		

Jan 6: Schools Closed - Teacher PD Day Jan 17: Schools Closed - Dr. Martin Luther King, Jr. Day	January 2022					<p>*Calendar includes five (5) additional pupil school days for inclement weather. Schools will close after they have been in session for 180 pupil school days. Official end date and dismissal will be covered by bulletin.</p> <p> School Closed</p> <p> Student Early Release</p>
	MON	TUE	WED	THU	FRI	
	3	4	5	6	7	
	10	11	12	13	14	
	17	18	19	20	21	
	24	25	26	27	28	
	31					



**Springfield Public Schools
2021-2022 Staff Calendar
Rise Preparatory Academy H.S.
1170 Carew Street, Springfield, MA 01104**



Student Hours 7:35 AM - 3:10 PM

Teacher Hours 7:15 AM - 4:30 PM (Tues, Wed, Thurs); 7:15 AM - 3:30 PM (Mon, Fri)

Aug 16-27: Teacher PD
Aug 27: Convocation
Aug 30: School Begins

August 2021				
MON	TUE	WED	THU	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Feb 21: Schools Closed - Presidents Day
Feb 22 - 25: Schools Closed - Mid-Winter Vacation

February 2022				
MON	TUE	WED	THU	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28				

Sep 6: Schools Closed - Labor Day
Sep 14: Schools Closed - Teacher PD Day

September 2021				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

March 2022

MON	TUE	WED	THU	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

Oct 11: Schools Closed - Columbus Day

October 2021				
MON	TUE	WED	THU	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Apr 15: Schools Closed - Good Friday
Apr 18: Schools Closed - Patriots Day
Apr 19-22: Schools Closed - Spring Vacation

April 2022				
MON	TUE	WED	THU	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

Nov 2: Schools Closed - Teacher PD Day (Election Day)
Nov 11: Schools Closed - Veterans Day
Nov 24 - 26: Schools Closed - Thanksgiving Vacation

November 2021				
MON	TUE	WED	THU	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May 30: Schools Closed - Memorial Day

May 2022				
MON	TUE	WED	THU	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

Dec 23: Early Release for Students at 11:05am & Early Release for Staff at 11:30am
Dec 24 - 31: Schools Closed - Holiday Vacation

December 2021				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

Jun 20: Schools Closed - Observance of Juneteenth Day
Jun 23*: End of School Year - Early Release for Students at 11:05am & Early Release for Staff at 11:30am
Jun 24: Schools Closed - Teacher PD Day

June 2022				
MON	TUE	WED	THU	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

Jan 6: Schools Closed - Teacher PD Day
Jan 17: Schools Closed - Dr. Martin Luther King, Jr. Day

January 2021				
MON	TUE	WED	THU	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

*Calendar includes five (5) additional pupil school days for inclement weather. Schools will close after they have been in session for 180 pupil school days. Official end date and dismissal will be covered by bulletin.

- School Closed
- Staff Early Release
- Regular Day + PD
- Full Day PD

1. Allocation of discretionary funds made available by the principal, including in areas such as: wraparound services for students and families, after-school programs, and school supplies. Discretionary funds are those remaining after a school budgets for district services, partner fees, staff salaries and stipends.

For the 2021-22 school year, discretionary funds have been allocated in the following amounts:

- Student incentives: \$2,000
- Student government-planned events: \$2,000

Any transfer or use of additional funds received over the course of the school year will be determined by the principal. If additional funds become available - for example, in late fall after any “true-ups” - TLTs should discuss the possibility to increase discretionary funds in the current fiscal year.

2. School curriculum issues.

Rise Prep will use a curriculum framework aligned with the Massachusetts State Curriculum Frameworks. Teachers may be asked to assist in developing new and improved curricula for their own use and that of other teachers in the building. To the extent possible, teachers will be made aware of curriculum changes in advance and have an opportunity to provide feedback.

3. Professional development activities applicable to the school as a body. This does not include individualized professional development or coaching of teachers.

Teachers may be required to participate in professional development activities throughout the school year, including before and after the school day for students, and before or after the school year starts and ends. If possible, at least one week’s notice will be given to teachers before any required professional development activities. Expected professional development activities include those below (please see school calendar for additional details):

- Up to 10 days of professional development and/or staff planning days before the school year begins;
- Up to 3 days of professional development and planning days during the school year;
- Up to 3 hours per week of PD and meetings after the school day ends for students during the year (“extended day”)
- Up to 1 day after the last day of school for students, but before the end of the term of employment.

4. School calendar.

Please see the attached 2021-22 school year calendar for staff. Any change to the school year calendar is subject to SEZP approval. If possible, at least one month’s notice will be given to teachers before any change to the school calendar. In the event of a change during the year, accommodations may be made for individuals with critical scheduling conflicts on a case-by-case basis. The school calendar will include:

- Total number of school days and hours for students. Required total hours for students are a minimum of 1330 per year for Middle School and 1250 per year for High School.
- Total number of days and hours for educators, including school days and professional development and planning days. Teachers are required to work a minimum of 1500 hours per year.
- All federal and state holidays.
- Winter break, Mid-winter break, Spring break.

5. Schedule for staff and students, provided that all teachers will continue to receive duty-free lunch and regular student-free preparatory time.

Teachers at each school will receive a duty-free lunch and regular preparatory time.

The standard workday for educators will be 9 hours and 15 minutes (Tuesday/Wednesday/Thursday) and 8 hours and 15 minutes (Monday/Friday). For the majority of educators, required hours will be approximately 7:15am - 4:30pm (Tuesday/Wednesday/Thursday) and 7:15am - 3:30pm (Monday/Friday).

Teachers will have approximately the equivalent of 4 self-directed preparatory periods per week and 1 planning period that will be used for a coaching meeting. These hours will be allocated as evenly across the school week as possible. This self-directed time can be used to plan, grade, collaborate with their colleagues, etc. In extenuating circumstances, teachers may be asked to perform some duties during this time.

Additionally, all staff members are expected to participate in professional development, collaboration activities and/or PLC meetings, expected to be held as follows, unless otherwise directed by the principal:

- Professional development - Tuesday 3:30 - 4:30
- Parent meetings (as needed) - Wednesday 3:30 - 4:00
- Content team meetings - Wednesday 4:00 - 4:30
- Grade level meetings - Thursday 3:30 - 4:30

In addition to traditional responsibilities and those duties listed above, all staff at Rise Prep may be expected to be involved in educational and administrative activities that are necessary to fulfill the mission of the school. These activities may include, but are not limited to:

- Participation in Open House and other family events during the school year (no more than 10 additional hours);
- Phone calls, texts, or emails to families about the academic progress and behavior of students;
- Inputting student attendance each class period, maintaining accurate grades every two weeks, and inputting points and consequences using Dean's List;
- Running a student club;
- Running a study hall period which may include academic habits instruction;
- Co-leading Community Meetings; and
- Serving as an advisor to a small group of students.

6. Class coverage and substitutes.

During a typical Monday-Friday week, all staff members may be required to cover classes as needed, except during teachers' duty-free lunch. To the extent possible, class coverage will be assigned equitably and on a rotated basis, including:

- Substitute coverage of classes of others who are absent from school.

7. Schedule of school-wide parent/teacher meetings. This does not include individual parent-teacher meetings that may occur between school-wide meetings.

Rise Prep will hold 3 parent-teacher conferences during the 2021-22 school year. These meetings will be held during the regular teacher work day.

8. Work before and/or after the regular school year.

Returning teachers are expected to report to work on August 16, 2021. The final work day for teachers is June 24, 2022. These dates assume five days built in for inclement weather and will change based on the actual number of inclement weather days. If possible, at least one month's notice will be given to teachers before any change to the start and end of the school year.

9. Notices and announcements.

Teachers will be notified in advance of special events which will involve students such as health testing, assemblies, etc. Classroom interruptions for notices or public address announcements will be kept at an absolute minimum.

FINAL - APPROVED BY THE SEZP BOARD

10. School health and safety issues.

Working with SEZP and SPS, the school will make every effort to provide appropriate materials, space, and technology to support effective teaching and learning.

Security of school premises will be maintained and visitors to the school will be required to check in upon entry.

Every effort will be made to mitigate painting or repairs to buildings while school is in session, to avoid distractions or interruptions to student learning.

11. Staff dress code.

Staff at Rise Academy are asked to dress professionally for a school setting, Monday-Thursday. This includes a shirt and tie for men and the equivalent for women, with no jeans, shorts, flip flops or other excessively casual clothing. On Fridays staff can participate in College Shirt day or Social Justice Friday by wearing a college shirt, Rise shirt, or social justice shirt and jeans. When dress down days are awarded to students as an incentive, staff can also dress down in school-appropriate, casual clothing.

12. Rotation of duties.

During a typical Monday-Friday week, all staff members are expected to perform additional duties that are necessary to fulfill the mission of Rise Prep. To the extent possible, duties will be equitably distributed and rotated among staff members on a regular basis. These duties may include, but are not limited to:

- Coverage of advisory periods, study halls, arrival, and dismissal, not exceeding 90 minutes per day;
- Substitute coverage of classes and duties of others who are absent from school;
- Coverage of after school activities including office hours, student clubs, and parent phone calls, not exceeding 1 hour per day; and
- Hallway duty, not exceeding 1 hour per day.

Staff may be asked to perform additional duties or responsibilities not listed here. Some additional responsibilities may come with additional compensation in the form of stipends, but stipends should not be expected.

13. Class size.

Rise Prep commits to ensuring a reasonable class size for students and teachers. Class sizes may be differentiated, to support student learning and teacher development.

14. Bulletin boards.

Teachers may be asked to support in the development and maintenance of bulletin boards in hallways. The Springfield Education Association will be provided a clearly designated bulletin board for the purpose of posting Association-related notices and other materials. Such space will be provided in each building for the exclusive use of the Association.

15. Family-teacher communication.

Teachers may be required to make regular phone calls to families about the academic, behavioral, and social progress of students as well as respond to family inquiries via email, phone or in-person meetings throughout the school year.