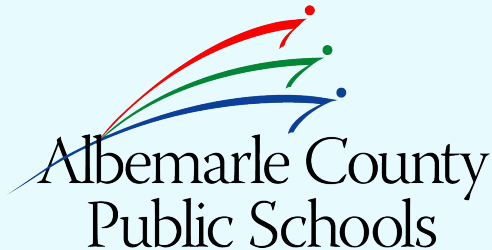


# 2025-2026 School Year Calendar Presentation

Dr. Eric Irizarry, Director of Equity, School, Family & Community Relations  
Office for Community Engagement (OCE)

For Action: November 14, 2025  
Initial Presentation: October 24, 2025



# Strategic Plan: Learning for All

## VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

## MISSION

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

**We will know every student.**

## VALUES

Equity  
Excellence  
Family and Community  
Wellness

## GOALS



Thriving Students



Affirming and Empowering Communities



Equitable, Transformative Resources

# Guiding Principles

The standard 10-month teacher contract shall include 200 days, including (i) a minimum of 180 teaching days or 990 instructional hours and (ii) up to 20 days for activities such as teaching, participating in professional development, planning, evaluating, completing records and reports, participating on committees or in conferences, or such other activities as may be assigned or approved by the local school board, “according to VA Code 22.1-302.

The calendar should enable time for professional learning and collaboration.

A diverse advisory committee recommend a proposed calendar to the Superintendent.

# Continued Guiding Principles

For the 2025-26 school year, consider the benefits and drawbacks to starting and ending the school year earlier than we have traditionally and ending the first semester at our Winter Break

176 days minimum for student days

Maintain 2-week winter break

Maintain consistency with CCS on major breaks and holidays

## Timeline & Process for Calendar Development

### September 5th

- Reviewed calendar committee process, guidelines & timeline; review proposed draft options.
- Gained input from committee members on proposed options; develop draft survey for more ACPS staff input (9/13).

### September 19th

- Additional discussion of proposed calendar options from committee members & reviewed ACPS staff survey
- Review potential survey questions, made adjustments based on feedback from committee members & data.
- ACPS Comprehensive Survey sent on 10/3

## Continued Timeline & Process for Calendar Development

### October 17th

- Reviewed data from ACPS Staff and ACPS Comprehensive Survey & examined trends from these surveys to inform recommendations

### October 18th

- Finalize Calendar Committee Recommendations to be presented to the Superintendent & School Board.

### October 24th

- Presentation to the School Board for the First Read.

### November 7th

- Review of the Calendar Recommendation/Anticipated Action.

# Draft Calendar (E)

- Start: 8/13, End: 5/29
- 177 Inst. Days
- 2 Preservice PL Days
- 5 Preservice School Based Work Days
- 5 School Year PL Days
- 5.5 School Year Work Days
- 1 Family Conference Day
- Teacher Contract Days 200: 195 encumbered w/ 5 days for extra duties

## 2025-26 School Year Calendar - DRAFT

JULY 2025							AUGUST							SEPTEMBER						
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OCTOBER							NOVEMBER							DECEMBER						
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JANUARY 2026							FEBRUARY							MARCH						
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APRIL							MAY							JUNE						
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177 SCHOOL DAYS

- Quarter 1 = 41 days
- Quarter 2 = 42 days
- Quarter 3 = 47 days
- Quarter 4 = 47 days



### CALENDAR KEY

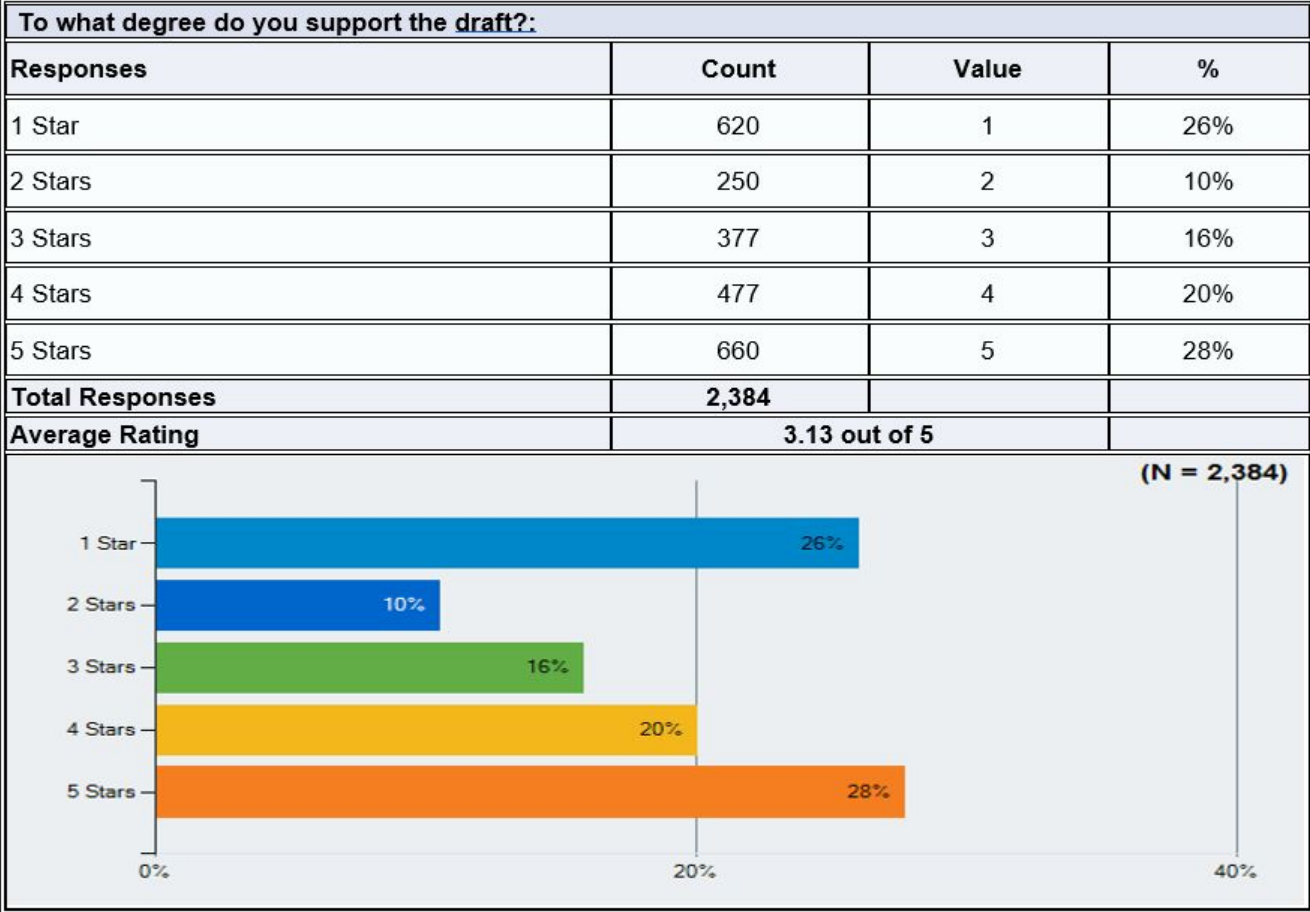
- Holiday: July 4; Sept 1; Nov 26-28; Dec 22 – Jan 2; Jan 19; March 30 – April 3; May 25; June 19
- New Teacher Academy: July 28 – Aug 1
- Combination Teacher Workday/Professional Development (PD) Day: Aug 4, 6, 7, 11 & 12
- Pre-Service PL Day: Aug 5 & 8
- First Day of School for Students: Aug 13
- Reserved for a combination of mandatory training, teacher work time, and division or school-based PD (no school for students): Sept 26; Oct 14; Nov 3 (Making Connections); Feb 17; March 17
- End of Quarter: Oct 10; Dec 18; March 13; May 29
- Full-Day Teacher Workday (no school for students): Oct 13; Dec 19; Feb 16; March 16; June 1
- Reserved for Family Conferences (no school for students): Nov 4
- Last Day of School (half-day for students); afternoon reserved for Teacher Workday: May 29
- Last Day of Work for Teachers: June 1

Note: If schools close an unusually high number of days due to inclement weather, there may be remote learning days, or one or more non-student days in the spring may be converted to instructional days.

# **ACPS Comprehensive Survey Results**



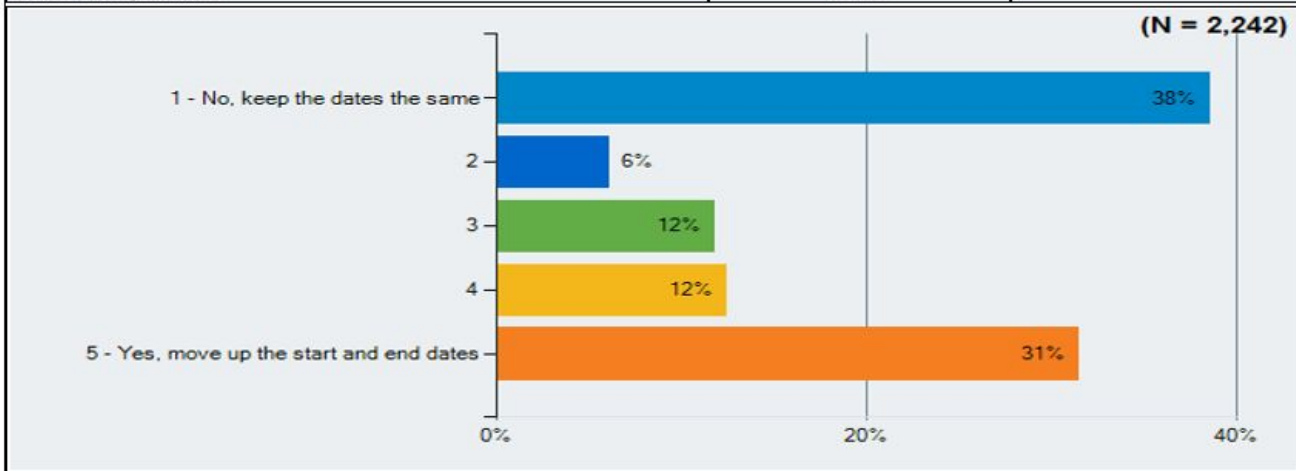
# Support For Draft Calendar



# Support Starting/Ending Early

In past years, ACPS has traditionally started the third week of August. In the revised version, we have an earlier start date. To what degree do you support starting and ending the school year earlier?

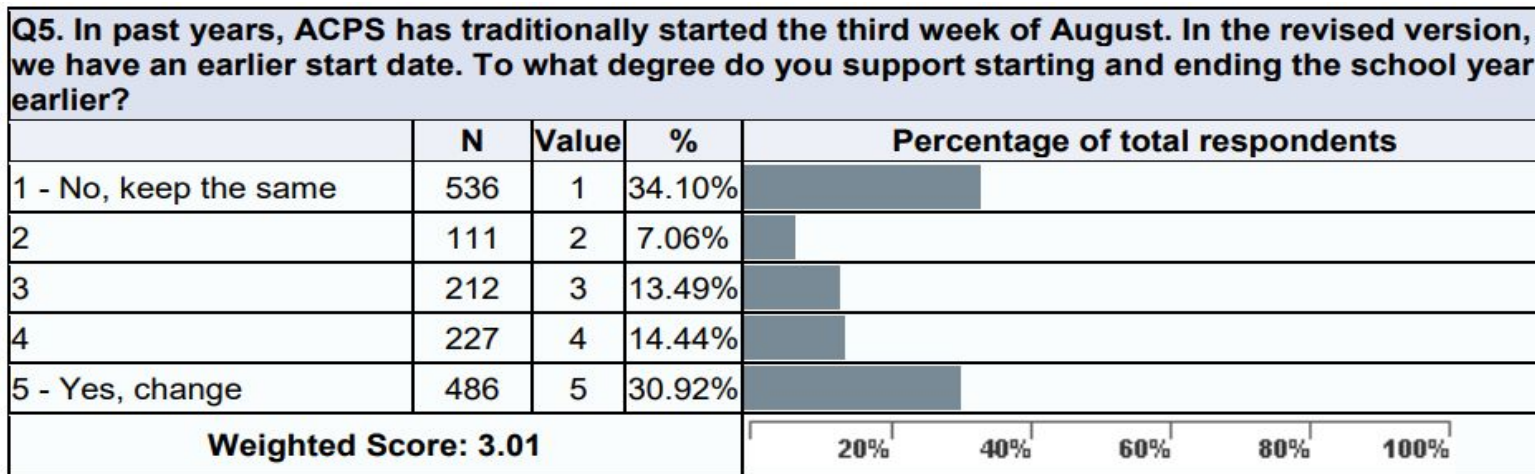
Responses	Count	%
1 - No, keep the dates the same	863	38%
2	135	6%
3	262	12%
4	278	12%
5 - Yes, move up the start and end dates	704	31%
<b>Total Responses</b>	<b>2242</b>	



# (Previous Survey 23/24; Early Start and Early End Survey Results

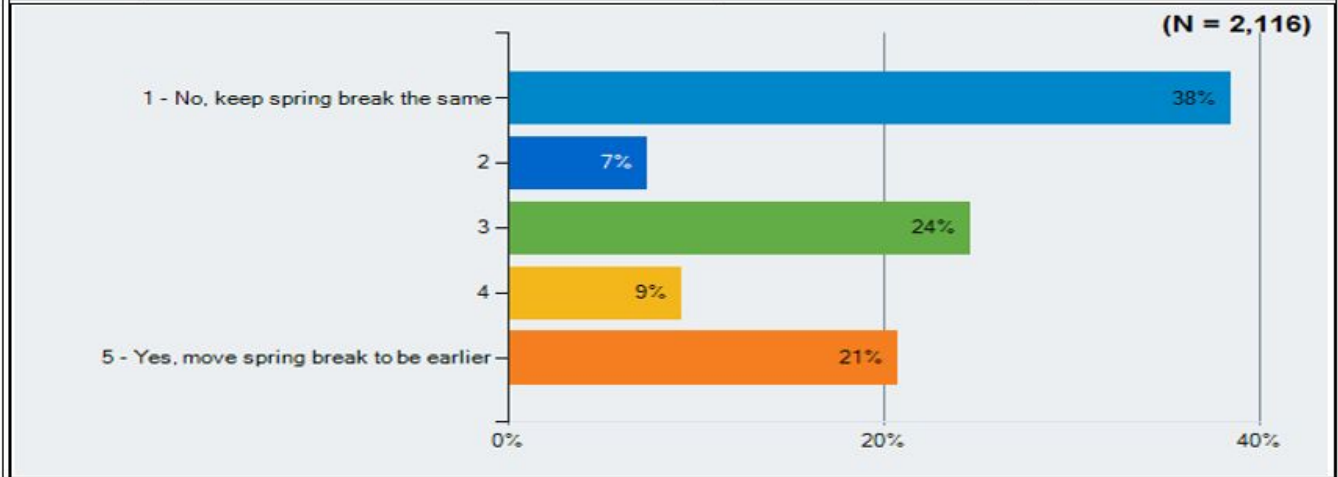
When asked, "In past years, ACPS has traditionally started the third week of August. In the revised version, we have an earlier start date. To what degree do you support starting and ending the school year earlier?"

**31% said "YES" change**, answering with a 5. (The percentage of our staff that lives outside of ACPS is approximately 36%)



Traditionally, the school division puts Spring Break on the first full week of April. To what degree would you support moving the spring break earlier?

Responses	Count	%
1 - No, keep spring break the same	812	38%
2	155	7%
3	518	24%
4	194	9%
5 - Yes, move spring break to be earlier	437	21%
<b>Total Responses</b>	<b>2116</b>	



# Spring Break

## Early Start & Early End : Qualitative

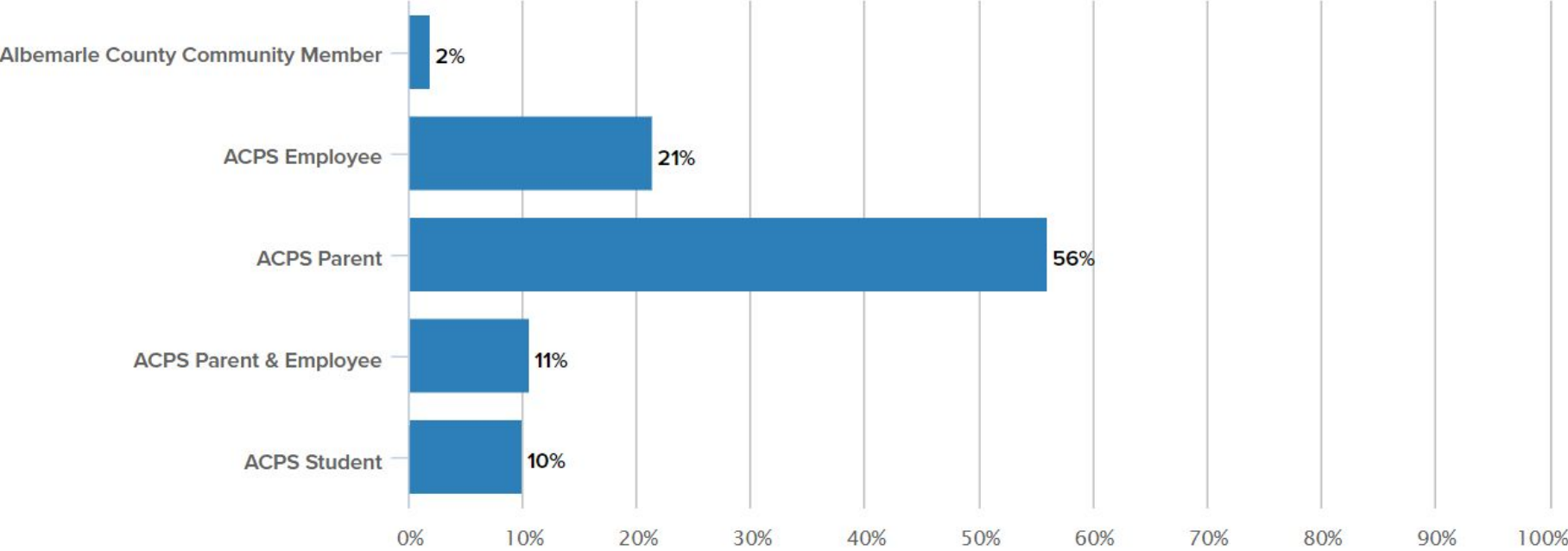
**420 respondents voiced their support** for starting the school year earlier, citing benefits such as **finishing earlier in May and better alignment with neighboring school districts**. **98 comments opposed the early start**, with concerns about how it **shortens summer vacations and disrupts family schedules**. Additionally, **69 comments were neutral**, reflecting a **flexible stance on the timing of the school year**.

The **early start is the most common concern**, with many respondents voicing their worries about the **impact on summer plans and breaks**. While a **portion of the community favors maintaining the current calendar with a later start date**, the feedback suggests that **concerns primarily revolve around vacation timing and family schedules**. **Mixed feedback** reveals that respondents see **both pros and cons in the proposed changes**.

# Participant Breakdown

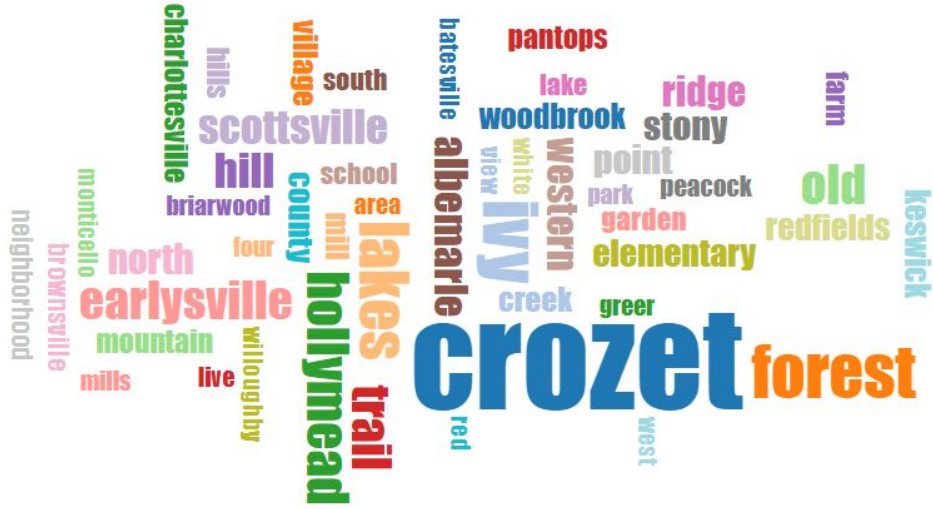
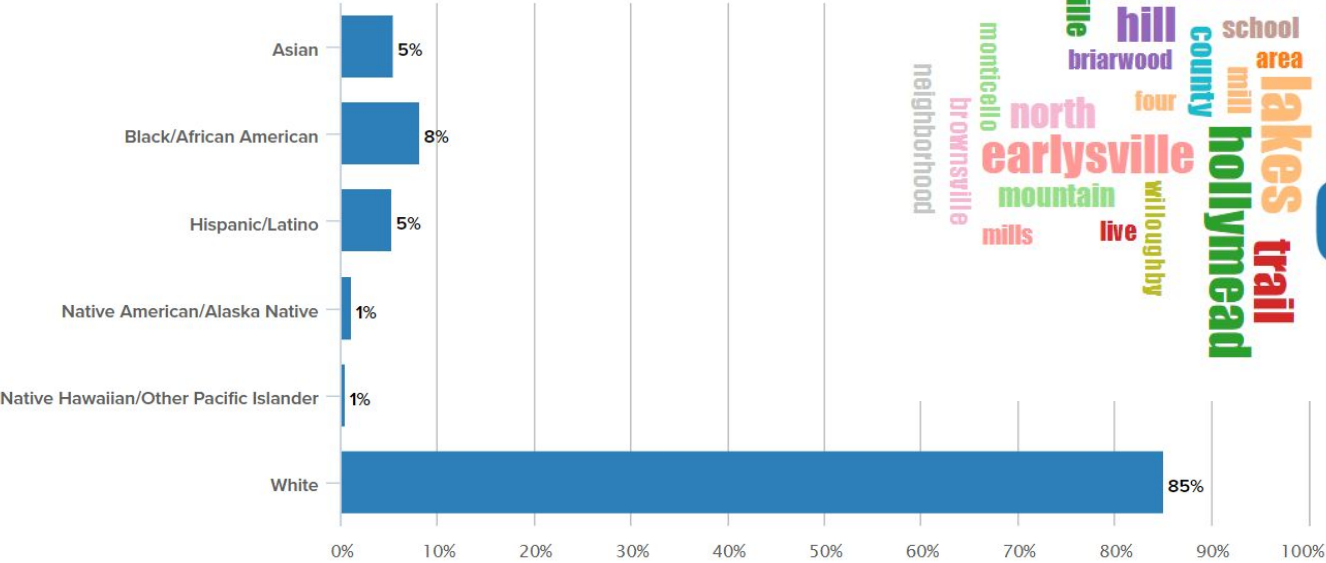
5. I am:

(N=2,549)



# Participant Breakdown (N=2,568)

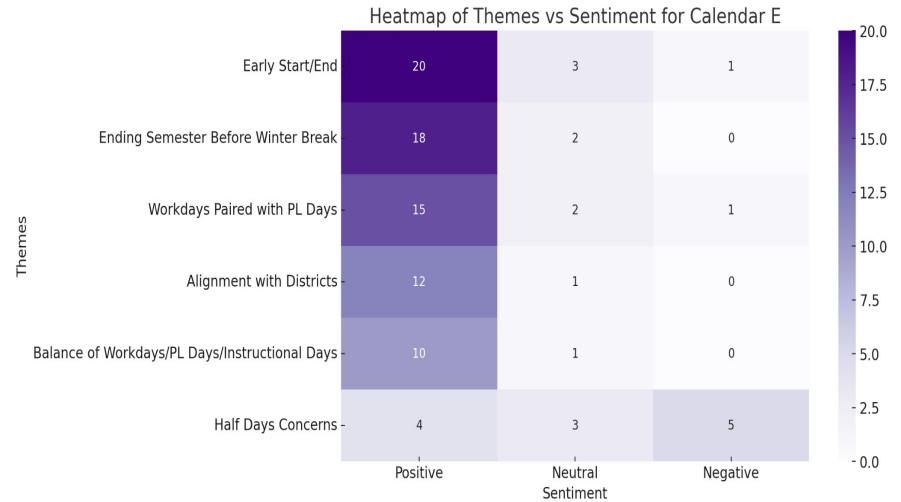
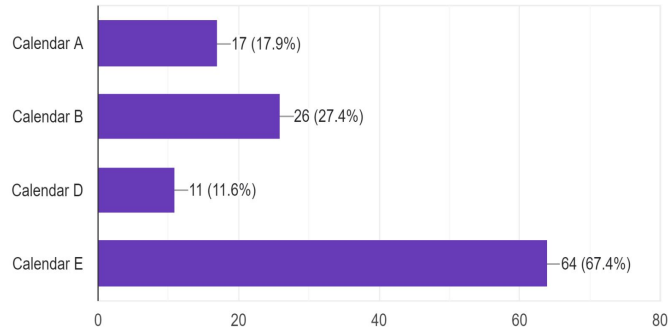
## 6. Ethnicity/Race



# Initial Staff Feedback on Draft Calendar

Are you leaning towards a particular calendar(s)?

95 responses







177 SCHOOL DAYS

Quarter 1 = 41 days  
Quarter 2 = 43 days  
Quarter 3 = 46 days  
Quarter 4 = 47 days

CALENDAR KEY

- Holiday: July 4; Sept 1; Nov 26-28; Dec 22 – Jan 2; Jan 19; April 6–April 10; May 25; June 19
- New Teacher Academy: July 28 – Aug 1
- Combination Teacher Workday/Professional Development (PD) Day: Aug 4, 6, 7, 11 & 12
- Pre-Service PL Day: Aug 5 & 8
- First Day of School for Students: Aug 13
- Reserved for a combination of mandatory training, teacher work time, and division or school-based PD (no school for students): Sept 26; Oct 14; Nov 3 (Making Connections); Feb 17; March 19
- End of Quarter: Oct 10; Dec 19; March 13; May 29
- Full-Day Teacher Workday (no school for students): Oct 13; Jan 5; Feb 16; March 20; June 1
- Fall Family Conference Window October 20-31; Spring Conference Window March 2-13
- Last Day of School (half-day for students); afternoon reserved for Teacher Workday: May 29
- Last Day of Work for Teachers: June 1
- Flex Teacher Workday (Family Conferences)

# Revised Draft Calendar (F)

## 2025-26 School Year Calendar - DRAFT F

- Start: 8/13, End: 5/29
- 177 Inst. Days
- 2 Preservice PL Days
- 5 Preservice School Based Work Days
- 5 School Year PL Days
- 5.5 School Year Work Days
- 2 Family Conference Windows; Fall/Spring
- Teacher Contract Days 200: 195 encumbered w/ 5 days for extra duties

**JULY 2025**

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**AUGUST**

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**SEPTEMBER**

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**OCTOBER**

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**JANUARY 2026**

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**FEBRUARY**

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**MAY**

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**JUNE**

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Note: If schools close an unusually high number of days due to inclement weather, there may be remote learning days, or one or more non-student days in the spring may be converted to instructional days.

# Early Start & Early End (Potential Benefits)

- Closer alignment with surrounding counties & CCS
- Child care, after school, & summer programming (staff outside of county)
- Semester would end at Winter Break
- Advanced placement students would have more days before testing
- Consistent with CCS/CATEC calendar

## ***Specific Points to the Proposed 2025-2026 Calendar***

- Moves Spring Break back to the first full week in April
- Clusters PL & Work days to decrease four day weeks
- Maintains two-week Winter Break
- Provides flexibility for Fall & Spring Family Conferences
- Voting day is shifted to a teacher workday

## Regional Start/End Dates

Fluvanna	August 13	May 21
Nelson	August 8	May 23
Louisa	August 8	May 23
Augusta/Waynesboro	August 7	May 21
Greene	August 13	May 23
Madison	August 13	May 23
Rockingham	August 20	June 4
Buckingham	August 13	May 23
Harrisonburg	August 20	June 6
Charlottesville*	August 13	May 30

# Early Start & Early End (Challenges)

- HR: A one-time salary adjustment for 10- and 11-month exempt employees (including required and elected benefits)
- HR: Recurring adjustments to the deduction schedule for 10-month non-exempts to reflect 18 pay periods of deductions, rather than the already established 20 pay periods of deductions. [\(More Information\)](#)
- Building Services, Operations & Transportation would need to make adjustments to meet the timelines for the beginning of the year
- Timelines for semester based classes would need to be moved up; adjustments needed to pacing
- Staff, students, and families would have a shorter break the first summer
- Summer school timeline would need to be adjusted the first year



# Large Scale Impacts

## One-Time Impact

- A salary adjustment for 10- and 11-month exempt employees (including required and elected benefits)

## Recurring Impact

- Adjusting the deduction schedule for 10-month non-exempts to reflect 18 pay periods of deductions, rather than the already established 20 pay periods of deductions.

## Impact on Benefits *(Non-exempt, Classified Employees)*

- Adjusting the school year start will impact the paychecks for our 10-month, non-exempt classified staff. Due to the biweekly payroll cycle, deductions such as health insurance premiums would need be taken out of 18 checks. Currently they are taken out of 20 checks.
- The overall annual amounts would remain the same, but the number of checks and the amount per check would change as long as this school calendar structure is in place (recurring change).
- This is an increase in 11.11% per pay period that includes Benefits deductions.

# Example Scenario

**Employee:** Newly Hired Teaching Assistant (Pay Grade 6, 10-month Non-Exempt)

**Hourly Rate:** \$18.75

**Start Date:** Projected August 8, 2025

*Employees are mostly split between enrolling in the Albemarle **Choice** and Albemarle **Select** plans. Most employees are enrolled in either “Employee Only” or “Employee + Children.”*

2025-26 SCHOOL YEAR CALENDAR

**August 15th Paycheck:**  
\$135.94 before taxes or any mandatory or elected deductions

**August 29th Paycheck:**  
\$1,359.38 before taxes or any mandatory deductions

**September 12th Paycheck:**  
\$1,359.38 before taxes or any mandatory deductions. Benefits deductions begin here (see rates below). Benefits will run through May 22nd check.

**Albemarle Choice (Full-Time)**  
Employee: \$17.56 (\$15.80)  
EE + Child: \$48.27  
EE + Spouse: \$123.47  
EE + Children: \$123.47 (\$111.12)  
EE + Family: \$164.93

**Albemarle Select (Full-Time)**  
Employee: \$79.91 (\$71.92)  
EE + Child: \$118.87  
EE + Spouse: \$239.56  
EE + Children: \$228.14 (\$205.33)  
EE + Family: \$304.06

July 2025

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AUGUST 2025

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SEPTEMBER 2025

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OCTOBER 2025

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NOVEMBER 2025

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DECEMBER 2025

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JANUARY 2026

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FEBRUARY 2026

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MARCH 2026

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APRIL 2026

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MAY 2026

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JUNE 2026

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POSITION

182 Non-exempt Calendar

CALENDAR KEY

- Work Day (Students)
- Workday/PD (No Students)
- Non-Work Day
- Paid Non-Work Day
- **New Hire** Orientation
- "Making Connections"

NOTES

Employees work full schedules on all student days.

All calendars are subject to change.



# Recommendations from the Committee

1. Adopt the Revised Draft Calendar; or
2. Delay the implementation of the Revised Draft Calendar by 1 year

\*In any case adopting a 2 year calendar cycle may be preferred

# Motion

Approve the proposed calendar with early start & early end date for the 2025-2026 school year?

