

# School Start Times 2020 - 2021



# Current Schedule:

## Start School Later

The current schedule for teachers and students (per the Collective Bargaining Agreement) is:

School	Total	Teacher Start Time	Student Start Time	Student End Time*	Teacher End Time	Note
CMHS	6 hours 40 minutes	7:30AM	7:30AM	2:10PM	2:10PM	
DHS	6 hours 30 minutes	8:20AM	8:20AM	2:40PM	2:50PM	Students end 10 mins before end of day
JOS	6 hours 30 minutes	9:00AM	9:00AM	3:20PM	3:30PM	

\* In the CBA, this is referred to as "Student Instructional End Time" for JOS & DHS

# Historical Timeline for Examining School Start Times for Cohasset Public Schools



## 2017 - 2018

- 2017 - 2018: Superintendent Demas Organizes Superintendent Coffee to Discuss the logistics of possibly starting schools later in Cohasset (particularly for our high school students). This topic had been discussed informally for a few years before this coffee.

## 2018 - 2019

- On November 25, 2018 Superintendent Demas sends an email to Cohasset Families asking for volunteers to join a committee to investigate school start times.
- Committee to Look at School Start Times Meets Throughout 2018 - 2019.

# Committee Members:

- Monique Armstrong
- Lauren Chisholm
- Daniel Dubeau
- Mary Finley
- Andrea Hillier
- Sheila Conley Jackson
- Bruce Kristal
- Gabriela Laird
- Diane Hill Lawson
- Colleen Leahy
- Rose Molony
- Maura Sharry
- Meghan Tufts
- Gordon Williams
- Sarah Williams

## Committee:

*School Representative:* Louise Demas  
Past Superintendent of Cohasset Schools  
First Meeting: 12/13/18

**Initial opinions varied, a couple strong positives/negatives, most people in middle, leaning one way or the other, but looking for information to make decisions**



# Committee Considerations / Guidelines

## **Cohasset Committee on School Start Times**

- **Consider the benefits/drawbacks of delaying the CMHS start time**
  - Scientific/medical
  - Surrounding schools
  - Student opinions and objective reports
    - This is a lifestyle change and has effects beyond school
    - Are CMHS Students behind later school starts?
  - CMHS school and Osgood/Deer Hill parent opinions
    - Are Cohasset parents behind shifted school start times?
  - Transportation (Traffic pattern study pending, will not be discussed)
- **Two key logistical guidelines**
  - Must be cost neutral
  - Must put in place 1 year before implementation
    - Teachers Contract

# July 11, 2019 School Committee Meeting:

- Start Schools Team presented to School Committee.
- The presentation centered on research and findings regarding sleep and the effects of lack of sleep on school-aged children (Weaver MD, Barger LK, Malone SK, Anderson LS, Klerman EB. Dose-Dependent Associations Between Sleep Duration and Unsafe Behaviors Among US High School Students. JAMA Pediatr. 2018 Dec 1;172(12):1187-1189).



# July 11, 2019 School Committee Meeting (continued):

- The Start Schools Team shared the results of parent / guardian surveys regarding start times with the School Committee.
- The presentation did not include logistical considerations.

# July 11, 2019 School Committee Meeting(continued)

At the conclusion of the presentation, the School Committee requested:

- a cost neutral proposal to meet the recommendations of the Start Schools Team
- that it be presented before the end of the summer in order to meet the one year notice requirement to the Cohasset Teachers Association (CTA) should the Committee approve the proposal.

# July 11, 2019 School Committee Meeting(continued)

The CBA states:

- o *The beginning and ending times for the teacher work day and student day may be changed by the School Committee, provided that (a) the length of the work day and student day do not change; and (b) the School Committee informs the Association President no later than one year in advance of the change. If these conditions are satisfied, the Association waives its right to bargain over the impact of the decision.'*

# July and August, 2019

The following people / groups were consulted during the creation of a cost neutral proposal:

- ▶ Start Schools Team
- ▶ Director of Finance and Operations
- ▶ District Leadership
- ▶ METCO Director
- ▶ Athletic Director
- ▶ Transportation Coordinator
- ▶ CTA President
- ▶ Superintendents who have successfully implemented Start Schools Later

# August 21, 2019 School Committee Meeting

The School Committee unanimously approved the proposal.

## August Proposal for New Schedule for 2020 - 2021

School	Total	Teacher Start Time	Student Start Time	Student End Time	Teacher End Time	Early Release
CHS	6 hours 40 minutes	8:25AM	8:25AM	3:05PM	3:05PM	12:40PM
CMS	6 hours 40 minutes	8:25AM	8:25AM	3:05PM	3:05PM	12:40PM
DHS	6 hours 30 minutes	7:45AM	7:45AM	2:05PM	2:15PM	11:55AM
JOS	6 hours 30 minutes	9:15AM	9:15AM	3:35PM	3:45PM	1:25PM

## August 21, 2019 School Committee (continued)

- It was determined that analysis should continue to ensure the times presented in the August Proposal would work from an operational perspective.

# Actions Taken After the August 21, 2019 School Committee Meeting:

- The CTA was consulted.
- A letter was sent to the CTA announcing our plans for Start and Ending Times for 2020 - 2021, but indicating there may be some slight time changes as we look at some of the variables.



# Actions Taken After the August 21, 2019 School Committee Meeting (continued):

- The Director of Finance and Operations, Athletic Director, METCO Director, Transportation Director, District Leadership, CTA and Cohasset Families were consulted as all of the implementation needs and requirements of the August Proposal were considered.

# Actions Taken After the August 21, 2019 School Committee Meeting:

- The August Proposal was communicated to Cohasset staff and to Cohasset families.
- Superintendent Coffees were held to discuss the August Proposal and how we could best implement the changes to help families.

# Feedback from the Superintendent Coffees

- The proposed gap between Deer Hill and Osgood Starting and Ending Times was problematic for some to many elementary families.
- Parents and Guardians expressed that they felt the 7:45AM starting time did not take the sleep needs of elementary students into account.

# Feedback from the Superintendent Coffees (continued)

- Parents and Guardians advocated for a closer look at bus routes, including consolidating the routes in an effort to reduce the gap in proposed start times between Deer Hill and Osgood.
- Some Parents and Guardians expressed their feelings that potentially Osgood should start before Deer Hill due to the age of the students.

# Other Feedback received regarding the August Proposal

- There was a strong sentiment from the leaders at the middle and high school that although an 8:25AM start time was possible, an 8:15AM start time would be more comfortable operationally.
- Director of METCO continued to express a bit of uncertainty about the efficacy of the August plan from a Boston Student transportation perspective.

# October 28, 2019 School Committee Meeting

- Feedback regarding the August Proposal was provided to School Committee.

# October 28, 2019 School Committee Meeting (continued)

- A signed petition from approximately 200 elementary parents was presented to School Committee asking for the School Committee to:

Consider combining Deer Hill & Osgood to be on one bus tier

Add 1-2 bus drivers and 0-1 buses in order to shorten the bus routes

Look at ways to decrease the overall length of bus routes



# October 28, 2019 School Committee Meeting (continued)

- Based upon the information that I provided at the October 28 School Committee Meeting and on parental comment and input the School Committee asked me to open up discussions and research regarding school start times for 2020 - 2021.

# Efforts since the October 28, 2019 School Committee Meeting

- Working with the PSO, I conducted two additional Parent / Guardian forums to ensure I collected as much voice as possible:

## Results:

- There were some disparate perspectives presented, but most of the parents who were at the forums advocated for investigating the possibility of a dual Drop-Off / Pick-Up for Deer Hill and Osgood if the start times were later than the start times proposed for middle and high school.

# Efforts since the October 28, 2019 School Committee Meeting (continued)

- I also reached out to staff to gather any input they may have regarding the August Proposal or any potential amendment of that proposal.

# Efforts since the October 28, 2019 School Committee Meeting (continued)

- School Committee Chair Ellen Maher and I met with the CTA President. It was decided that if the School Committee approves a different plan from the August proposal that the next step would be to provide the plan for the CTA to see if it meets with their approval.

# Efforts since the October 28. 2019 School Committee Meeting (continued)

- Bus routes and bus stops are being looked at for efficiency purposes.
- We are in conversations with a few software companies to help us consolidate our bus routes, as it will be needed with any proposal that is adopted.

# Efforts since the October 28, 2019 School Committee Meeting (continued)

- A cost analysis is on-going concerning what it would take to potentially support a combined Deer Hill and Osgood school start / end time (Dual Start Proposal).
- Safety is being looked at for Drop-off and Pick-up should the decision be made that start and end times be the same or similar. Safety officials were consulted, and I spent several days looking at current traffic patterns.

# Dual Start Proposal for Deer Hill & Osgood





# Possible Option for a New Schedule (Dual Start Time for Deer Hill and Osgood)

## Proposed New Schedule

School	Total	Teacher Start Time	Student Start Time	Student End Time	Teacher End Time	Early Release
CHS	6 hours 40 minutes	8:15AM	8:15AM	2:55PM	2:55PM	12:30PM
CMS	6 hours 40 minutes	8:15AM	8:15AM	2:55PM	2:55PM	12:30PM
DHS	6 hours 30 minutes	9:05AM	9:05AM	3:25PM	3:35PM	1:15PM
JOS	6 hours 30 minutes	9:10AM	9:10AM	3:30PM	3:40PM	1:20PM

# Benefits of Dual Start Proposal (Osgood & DH)

- The structure of the Dual Start Proposal provides the opportunity for more sleep for all students.
- The gap is eliminated between the start and end times for Deer Hill and Osgood that was part of the August Proposal.
- We are able to move back the middle and high school start times slightly (to 8:15AM) to better suit Middle and High School operational needs (sports, after school help, other after school programs, etc..).

# Benefits of Dual Start Proposal (Osgood & DH...continued)

- The ending times at Deer Hill and Osgood in the Dual Start Proposal better facilitate collaboration and professional development between Deer Hill and Osgood staff.
- The Dual Start Proposal start times allow us to continue our collaboration with Higham for our METCO transportation. We do not have to add a bus to accommodate the METCO students, as we would in the August plan.

# Benefits of Dual Start Schedule (Osgood & DH...continued)

- The Dual Start Proposal start and ending times allow for more efficient before and after school programmatic planning for elementary students.
- From a safety perspective, there are only four school commute times per. day with the Dual Start Proposal rather than six commute times in our current plan or in the August proposal.

# Costs / Implementation Factors to Consider of a Dual Start Schedule (Osgood & DH)

- We would have to add at least one driver, possibly two:

The total cost of adding one new route would be:

Total Driver Salary Cost:	\$28,667
Driver benefits cost:	\$8,600*
Fuel & Maintenance:	\$5,000
TOTAL	\$42,627

Table 10: Cost of adding a new route

*\*Driver benefit costs calculation to be confirmed.*

- In order to remain competitive with other employers, we may have to increase the hourly rate of pay for our drivers.

# Bus Ridership... And Possible Costs of a Dual Start Plan:

The district currently has three tiers of transportation (CM/HS, DHS and JOS) and six routes for each tier. To reduce the number of tiers, for example to combine DHS and JOS, the district would have to increase the number of routes in the remaining tiers.

Forecast of bus registration by current tiers:

	FY20	FY21	FY22	FY23	FY24
Tier 3 (JOS)	251	286	306	313	299
Tier 2 (DHS)	284	273	271	268	300
Tier 1 (CM/HS)	385	373	358	349	334

Table 4: Forecast of bus registrations by tier (current tiers – three tiers, six buses) □

Based on this information we can forecast the average number of riders per bus as follows:

Tier	FY20	FY21	FY22	FY23	FY24
Tier 3 (JOS)	42	48	51	52	50
Tier 2 (DHS)	47	45	45	45	50
Tier 1 (CM/HS)	64	62	60	58	56

Table 5: Forecast of average number of bus registrations by tier, by bus (current routes)

# Bus Ridership... And Possible Costs of a Dual Start Plan (continued):

As shown in the table below, reducing the number of tiers but maintaining the same number of buses would not be feasible with only six buses.

*Two Tiers - Students per bus (6 buses)*

<i>Tier</i>	FY20	FY21	FY22	FY23	FY24
Tier 1 (JOS & DHS)	89	93	96	97	100
Tier 2 (CMS & CHS)	64	62	60	58	56

*Table 6: Forecast of average number of bus registrations by tier, by bus (two tiers, six buses)*

We currently have eight leased (large) buses in our fleet and one owned bus.



# Bus Ridership... And Possible Costs of a Dual Start Plan:

The next two tables show the average number of students per bus if the number of tiers were reduced and the number of routes are increased, first by adding one and then by adding two routes.

## *Two Tiers - Students per bus (7 buses)*

<i>Tier</i>	<i>FY20</i>	<i>FY21</i>	<i>FY22</i>	<i>FY23</i>	<i>FY24</i>
Tier 1 (JOS & DHS)	76	80	82	83	86
Tier 2 (CMS & CHS)	55	53	51	50	48

*Table 7: Forecast of average number of bus registrations by tier, by bus (two tiers, seven buses)*

## *Two Tiers - Students per bus (8 buses)*

<i>Tier</i>	<i>FY20</i>	<i>FY21</i>	<i>FY22</i>	<i>FY23</i>	<i>FY24</i>
Tier 1 (JOS & DHS)	67	70	72	73	75
Tier 2 (CMS & CHS)	48	47	45	44	42

*Table 8: Forecast of average number of bus registrations by tier, by bus (two tiers, eight buses)*

# Variables / Unknowns of Dual Start Schedule (Osgood & DH)

- We have not analyzed the current traffic patterns for an entire year with the thought of Osgood & Deer Hill starting at the same time.
- We are unsure what the potential reduction in driver hours (with a two tier system) may mean for our driver recruitment and retention. It is very difficult to recruit drivers.

# Variables / Unknowns of Dual Start Schedule (Osgood & DH...continued)

- The uncertainty of the traffic patterns (we do not really know what bus ridership and dual drop off (vehicles) numbers will be if a Dual Start Time proposal is approved).
1. Increased numbers in bus ridership might mean the need to use more buses, thus necessitating the hiring of another driver in addition to the one that we are certain we will have to hire if this plan is approved.

# Variables / Unknowns of Dual Start Schedule (Osgood & DH...continued)

2. Increased dual drop offs (drop offs at both schools) could impact traffic patterns.

# Next Steps:

- The School Committee discusses the options.
- If the School Committee decides that moving from the August proposal to a different proposal is an appropriate action, they will vote on that proposal.

# Next Steps (continued):

- If there is a new proposal that is voted on and accepted that differs from the August proposal, that proposal will be delivered to the CTA for potential approval.

# THANK YOU

