ASHEVILLE CITY BOARD OF EDUCATION WORK SESSION

Administrative Offices - Board Room
Monday, February 5, 2024 at 5:00 PM

BE IT REMEMBERED: The Asheville City Board of Education met in a regularly called session on Monday, February 5, 2024, at 5:00 PM at the Administrative Offices - Board Room at 85 Mountain Street, Asheville, North Carolina, where and when the following business was transacted.

Page

1. MEETING OPENING

Board Chair, George Sieburg joined the meeting virtually.

1.1 CALL TO ORDER - Vice Chair, Amy Ray

Equity Statement: *In Asheville City Schools we are committed to equity and anti-racist policies for all students and staff to learn and thrive. We recognize that our positions come with power, responsibility, and public service for the entire ACS community. We will model our commitment to equity through our practices and decisions. During this meeting, we invite a pause if harm has taken place, a moment to name the harm, and space to practice repair.*

1.2 QUORUM DETERMINATION - Vice Chair, Amy Ray

1.3 APPROVAL OF AGENDA - Vice Chair, Amy Ray

Motion to Approve the Agenda

Moved by: James Carter
Seconded by: Rebecca Strimer

Carried

2. POSSIBLE ACTION/CONSENT ITEMS FOR NEXT REGULAR BOARD MEETING

2.1 Local Supplement Enhancement for FY 24 Budget - Dr. Fehrman, Superintendent

2.2 **State of Human Resources Department** - Dr. Dickerson, Assistant Superintendent of Human Resources

2.3 Student Releases to Buncombe County 2023-2024 - Tanya Presha, Academic and Program Support Coordinator

Consent

2.4 **Transportation Report** - Amanda Rigsby, Transportation Director

2.5 Budget Amendment & Expenditure Report - Heidi Kerns, Chief Financial Officer Consent

Dr. Fehrman presented on behalf of Ms. Kerns who was attending a conference.

Consent

Summary of Budget Amendments

Budget and Expenditure Report

2.6 **Anderson Smith & Wike, PLLC Contract**- Heidi Kerns, Chief Financial Officer

Dr. Fehrman presented on behalf of Ms. Kerns who was attending a conference.

2.7 Employer Paid Group Term Life Insurance Option - Heidi Kerns, Chief Financial Officer 8 - 11

Dr. Fehrman presented on behalf of Ms. Kerns who was attending a conference.

Consent

Letter of Recommendation

Group Term Life & AD&D Options July 1, 2024-June 30, 2025

The Board would like to increase the recommended amount

of the policy from $15,000 to $20,000.

2.8 PUBLIC COMMENTS FOR PARENTS' BILL OF RIGHTS POLICIES ONLY - Vice Chair,
Amy Ray
Public Comment Guidelines

In-Person and Virtual Public Comment Guidelines can be found by clicking the link above.

The Board of Education greatly appreciates your interest in the Asheville City Schools (ACS) and we welcome your comments to the Board. Please be mindful of the following guidelines (per policy 2310):

Personnel and student matters are confidential and are therefore not appropriate for public comment. If you have a concern about an employee or a student matter, please contact or see the superintendent after the meeting.

Final Read Version for Discussion on February 5th	**First Read Draft Provided by NCSBA**
1310–4002 Parent Involvement	1310–4002 Parent Involvement
3540 Comprehensive Health Education	3540 Comprehensive Health Education
4720 Survey of Students	4720 Survey of Students
6120 Student Health Services	6120 Student Health Services
7300 Staff Responsibilities	7300 Staff Responsibilities

In Person Public Comments

Craig White

Amber King

Allison Scott

Romona Schwartz

Henry & Christina Mason

Collette Russ

Matthew Leggett

3. INFORMATION ITEMS

3.1 Update from Community Input Session on Potential Middle School Reconfiguration - Dr. Fehrman, Superintendent 12 - 50

Feb 5 and 27.pdf

3.2 **Contracts/MOUs** - Heidi Kerns, Executive Director of Finance / Dr. Dickerson, Assistant Superintendent of Human Resources

3.3 Policies First Read - Dr. Dickerson, Assistant Superintendent of Human Resources

1510/4200/7270 School Safety

3220 Technology in the Educational Program

3420 Student Promotion and Accountability

4040/7310 Staff-Student Relations

4110 Immunization and Health Requirements for School Admission

4120 Domicile or Residence Requirements

4125 Homeless Students

4240/7312 Child Abuse and Related Threats to Child Safety

4334/5035/7345 Use of Unmanned Aircraft (Drones)

4342 Student Searches

4300 Student Behavior Policies

4400 Attendance

5210 Distribution and Display of Non-School Material

6220 Operation of School Nutrition Services

6315 Drivers

6401/9100 Ethics and the Purchasing Function

6430 Purchasing Requirements for Equipment, Materials and Supplies

7100 Recruitment and Selection of Personnel

7130 Licensure

7510 Leave

7520 Family and Medical Leave

7730 Employee Conflict of Interest

8325 Daily Deposits

9125 Participation by Minority Businesses

Information Only

4270/6145 Concussion and Head Injury

6230 School Meal and Competitive Food Standards

7232 Discrimination and Harassment in the Workplace

7820 Personnel Files

3.4 Policies Second/Final Read - Dr. Dickerson, Assistant Superintendent of Human Resources

6402-Participation by Historically Underutilized Businesses

Parents' Bill of Rights

1310/4002 Parental Involvement

3210 Parental Inspection of and Objection to Instructional Materials

3540 Comprehensive Health Education Program

4335 Criminal Behavior

4720 Survey of Students

6120 Student Health Services

7300 Staff Responsibilities

The Board would like to have the Parents' Bill of Rights Policies listed individually for action at the February 12th meeting.

4. CLOSED SESSION - Vice Chair, Amy Ray

The Chair will entertain a motion for the Board of Education to enter into a closed session pursuant to G.S. 143-318.11 for the following purposes:

- **Under subsection (a)(1) to prevent the disclosure of privileged and confidential personnel information pursuant to G.S. 115C-319-321;**
- **Under subsection (a) (3) to discuss matters protected by the attorney-client privilege.**

Motion to adjourn the meeting and go into a closed session.

Moved by: Sarah Thornburg
Seconded by: Rebecca Strimer

4.1 Personnel Report # 6

4.2 Attorney Client Matters

5. FUTURE MEETINGS/ANNOUNCEMENTS -
Board Chair, George Sieburg

5.1 **Regular Meeting**
Monday, February 12, 2024
Administrative Offices - Board Room

Special Called Open Meeting - Hearing for Middle Schools
Monday, February 19, 2024 at 5:00 p.m.
Administrative Offices - Board Room

Special Called Open Meeting - Hearing for Middle Schools

Tuesday, February 27, 2024 at 5:00 p.m.
Administrative Offices - Board Room

Work and Closed Session
Monday, March 4, 2024
Administrative Offices - Board Room

Regular Meeting
Monday, March 11, 2024
Administrative Offices - Board Room

2023-2024 ACS Board of Education Meeting Schedule

6. ADJOURNMENT - Board Chair, George Sieburg

6.1 Adjourn Meeting
Motion to adjourn the meeting.

Moved by: James Carter
Seconded by: Sarah Thornburg

Carried

Dr. Maggie Fehrman
Dr. Maggie Fehrman,
Superintendent

George Sieburg
Board Chair, or Designee

ASHEVILLE CITY SCHOOLS Learn. Discover. Thrive.

Administrative Office •PO Box 7347• 85 Mountain Street Asheville, North Carolina 28803

To: Members of the Asheville City Schools Board of Education

From: Heidi Faber Kerns, CFO

Subject: Employer Paid Group Term Life Insurance Option

Date: Tuesday, February 5, 2024

Pierce Group Benefits recently held our annual pre-enrollment meeting. After a review of all of our current offerings, pricing and status for the current year, I asked them to provide pricing for an employer-paid group term life insurance option as well, a benefit that has not been offered here in the past. I am not sure why this was not considered previously, but they have provided multiple vendor and dollar value options for your consideration, as you can see on the attached.

Reasons for consideration:

(1) Most districts now have this benefit in place in increments of $10,000, $15,000 or $20,000.
(2) The initial offering of employer paid group term life insurance is available under guarantee issue – meaning no employee can be turned down for existing health conditions.
(3) This enables the board to provide a very low cost, yet meaningful benefit to employees, especially our classified staff who often struggle to pay final expenses when that time comes.
(4) Finally, and what some consider most important, this coverage is portable at retirement, at our current group term life rates, rather than much higher market rates for the same coverage (subject to the standard age reductions indicated on the attachment). There is also a disability provision that waives our premium should an employee become disabled, until they reach age 65 and a provision to allow employees to convert their policy to a whole life policy at that time.

In summary, for a very low cost, the board can provide a potentially impactful new benefit for employees and their families. This comes for your consideration now, since your approval is needed in order for Pierce Group to plan and incorporate information in the marketing materials for our upcoming open enrollment meetings.

Recommendation: Move forward with a $10,000 employer-paid group term life insurance policy for all permanent employees of Asheville City Schools effective with the 2024-2025 school year. Sun Life does not provide the most reasonable rates, but they are very competitive, and provides better benefits for our employees. The current annual cost of this coverage is approximately $21,889.92, or about $31.00 per employee, per year. This coverage also comes with a rate hold for the first three years of our participation in the plan.

(If this proposal is more than the board would like to spend on this benefit, there are less expensive options, but employees lose the benefit of the ACS group rate when they port the policy at retirement and also cannot convert the policy at retirement. The best of these options is the one with Dearborn, and it is only approximately $12,207.84 or $17.00/per employee. It does add an additional disability and death benefit if the claim is a result of school violence on the high school campus).

Please do not hesitate to reach out with any questions or concerns that you may have.

Asheville City Schools
Basic Group Term Life & AD&D Options
July 1, 2024- June 30, 2025

Benefit Provisions	MetLife Group Term Life & AD&D	Sun Life Group Term Life & AD&D	The Standard Group Term Life & AD&D	Dearborn Group Term Life & AD&D	USAble Group Term Life & AD&D	Mutual of Omaha Group Term Life & AD&D	Colonial Life Group Term Life & AD&D	Principal Group Term Life & AD&D
Schedule of Benefits	**Option 1**	**Option 2**	**Option 3**	**Option 4**	**Option 5**	**Option 6**	**Option 7**	**Option 8**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000
Guarantee Issue	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000	$10,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers professors and school staff	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715
Insured Volume	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000	$7,016,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.220	$0.123	$0.130	$0.170	$0.250	$0.144
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.020	$0.020
Basic Life Monthly	$1,311.99	$1,683.84	$1,543.52	$862.97	$912.08	$1,192.72	$1,754.00	$1,010.30
AD&D Monthly	$189.43	$140.32	$105.24	$154.35	$210.48	$105.24	$140.32	$140.32
Total Annual Premium	$18,017.09	$21,889.92	$19,785.12	$12,207.84	$13,470.72	$15,575.52	$22,731.84	$13,807.49

*Portability included at active group rates

Unum wasn't competitive $0.32 life/$0.027 AD&D

This information is for comparison purposes only, please see proposal for specific coverage/limitations. Pricing/Benefits subject to change. Upon receiving policy, please see the insurance carrier certificate/policy for a complete list of policy provisions.

Asheville City Schools
Basic Group Term Life & AD&D Options
July 1, 2024- June 30, 2025

Benefit Provisions	MetLife Group Term Life & AD&D	Sun Life Group Term Life & AD&D	The Standard Group Term Life & AD&D	Dearborn Group Term Life & AD&D	USAble Group Term Life & AD&D	Symetra Group Term Life & AD&D	Mutual of Omaha Group Term Life & AD&D	Colonial Life Group Term Life & AD&D	Principal Group Term Life & AD&D
Schedule of Benefits	**Option 9**	**Option 10**	**Option 11**	**Option 12**	**Option 13**	**Option 14**	**Option 15**	**Option 16**	**Option 17**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000
Guarantee Issue	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000	$15,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to SSNRA	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included	Not included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers, professors, and school staff	Not included	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715	715
Insured Volume	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000	$10,524,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.210	$0.120	$0.130	$0.160	$0.164	$0.250	$0.144
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.015	$0.020	$0.020
Basic Life Monthly	$1,967.99	$2,525.76	$2,210.04	$1,262.88	$1,368.12	$1,683.84	$1,725.94	$2,631.00	$1,515.46
AD&D Monthly	$284.15	$210.48	$157.86	$231.53	$315.72	$157.86	$157.86	$210.48	$210.48
Total Annual Premium	$27,025.63	$32,834.88	$28,414.80	$17,932.90	$20,206.08	$22,100.40	$22,605.55	$34,097.76	$20,711.23

*Portability included at active group rates

Unum wasn't competitive $0.31 life/$0.027 AD&D

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Schedule of Benefits	**Option 18**	**Option 19**	**Option 20**	**Option 21**	**Option 22**	**Option 23**	**Option 24**	**Option 25**	**Option 26**
Minimum Participation	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees	100% Eligible Employees
Contribution	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid	100% Employer Paid
Benefit	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000
Guarantee Issue	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000	$20,000
Reduction Schedule	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70; 65% at age 75	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 65; 50% at age 70	35% at age 70; 50% at age 75	35% at age 65; 50% at age 70
Disability Provision	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium to SSNRA	Waiver of Premium to age 65	Waiver of Premium to age 65	Waiver of Premium for 2 years
Conversion	Included	Included	Included	Not included	Not included	Not included	Included	Included	Included
Portability	Included	Included*	Included	Included	Included	Included	Included	Included*	Not included
Accelerated Death Benefit	Included	Included	Included	Included	Included	Included	Included	Included	Not included
Campus Violence Benefit	Not included	Not included	Not included	Additional 25% Life benefit and 10% AD&D due to campus violence for High school or college campus teachers professors and school staff	Not included	Not included	Not included	Not included	Not included
Rate Guarantee	3 years	3 years	3 years	3 years	2 Year	2 Year	2 Year	2 Year	2 Year
Number of Eligible Employees	715	715	715	715	715	715	715	715	715
Insured Volume	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000	$14,032,000
12 Month Rates/$1,000	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/27**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**	**7/1/24-6/30/26**
EE Life	$0.187	$0.240	$0.200	$0.118	$0.130	$0.160	$0.162	$0.250	$0.138
EE AD&D	$0.027	$0.020	$0.015	$0.022	$0.030	$0.015	$0.015	$0.020	$0.020
Basic Life Monthly	$2,623.98	$3,367.68	$2,806.40	$1,655.78	$1,824.16	$2,245.12	$2,273.18	$3,508.00	$1,936.42
AD&D Monthly	$378.86	$280.64	$210.48	$308.70	$420.96	$210.48	$210.48	$280.64	$280.64
Total Annual Premium	$36,034.18	$43,779.84	$36,202.56	$23,573.76	$26,941.44	$29,467.20	$29,803.97	$45,463.68	$26,604.67

*Portability included at active group rates

Unum wasn't competitive $0.304 life/$0.027 AD&D

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ASHEVILLE CITY SCHOOLS

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Potential Middle School Reconfiguration Information



Version 1.2

Updated February 27, 2024

The Charge

1. The ACS Board of Education charged the Superintendent and the administrative team to assess the feasibility of consolidation of schools as a means of improving academic effectiveness, operational efficiency, and long-term financial stability for ACS.
2. Concurrently, one of the primary goals of the Board is to determine where space could be found in an ACS's facility for the expansion of the Education and Career Academy (ECA) and provide programming to meet the diverse needs of students when traditional school is not a match for their needs

Initial Analysis & Solutions Under Consideration

- **Initial analysis revealed**
  - All ACS facilities are under capacity to varying degrees
  - Student enrollment has decreased by approx 600 students since 2014-2015
  - ACS has the same number of staff today that we had in 2014-2015
  - State and local revenue sources cannot sustain the current rate of expenditures - initial projections indicate a $4.5 million shortfall in the FY 25 Budget
- **Solutions under consideration**
  - **Consolidation Options**
    - Decrease from five elementary schools to four
    - Decrease from two middle schools to one
    - Decrease from two high schools to one
    - Evaluate other reconfiguration options
      - K-2; 3-5; 6-8; 9-12
      - K-8 school option
      - 6-12 school option
      - K-12 option to include specialized programing for students who benefit from a non-traditional school option
  - **Adjust Staffing Allotments at Central Office and Schools**
  - **Increase student enrollment**
    - Update district marketing materials and launch marketing campaign

Deeper Capacity Analysis

- **Enrollment / Capacity* (open seats)**
  - **Elementary**
    - Claxton (CLX) 384 / 538 (154)
    - Dickson (IDES) 360 / 554 (194)
    - Hall Fletcher (HFE) 268 / 443 (175)
    - Lucy Herring (LSH) 257/512 (255)
    - Ira B. Jones (IRB) 348 / 569 (221)
  - **Middle School**
    - Asheville Middle School (AMS): 543 / 1,000 (457)
    - Montford North Star Academy (MNSA): 217 / 4 (548)
  - **High School****
    - Asheville High (AHS) + School of Inquiry and Life Sciences at Asheville (SILSA): 1,149+350 = 1,499 / 1,658 (159)
  - **Haywood Campus**
    - No longer categorized as a school under fire code. Recoding to a school requires updates to meet current building codes for schools.
    - Current partnership with the county to explore feasibility of what can be housed at this campus
  - **Central Office - 85 Mountain Street**
    - Not currently categorized as a school under fire code Recoding to a school requires updates to meet current building codes for schools.

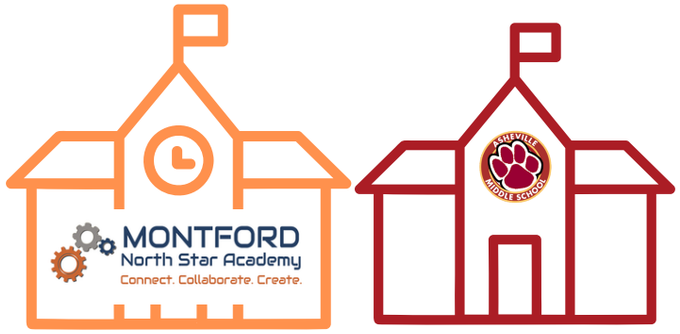
**Capacity value is based on the DPI Standard as reported in the most recent facility study completed on each facility. New capacity study is underway and updated numbers will be shared as soon as the study is completed.*

***AHS/SILSA DPI number is 1,935, but historically the core student value has been used for capacity for this site.*

Identify Tenable Options for Immediate Action

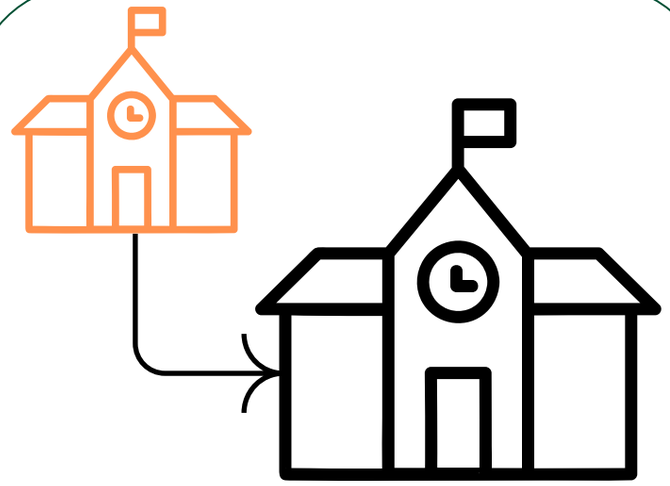
1. **Consolidation Options must:**
    a. **Provide space for acute critical needs programming and expansion of ECA**
        i. Schools with sufficient space for MNSA students to explore a K-8 options are LSH and IBJ
        ii. Neither schools are currently set up to accommodate students in 6th - 8th
        iii. Downsizing ES at this stage is not tenable due to expansive administrative and community engagement required at five distinct schools
    b. **Demonstrate financial stewardship by ensuring long term financial stability for ACS**
    c. **Ensure an equitable learning environment for all students is optimized**
2. **Middle School reconfiguration:**
    a. Impacts the fewest students and staff
    b. Reconfiguration work is manageable to accomplish by the start of 2024-2025
    c. Provides space expansion of ECA and enhanced programing for students who need more than we can offer in traditional schools
    d. Improves financial stewardship in financial savings
3. **Evaluate current staffing allotments**
    a. Developed initial staffing allotment formula and review with principals and developing transition plan
    b. Central Office Staffing Allotments are also being reviewed to determine what positions can be school based or eliminated
4. **Launch marketing campaign to increase student enrollment**

Options Unders Consideration



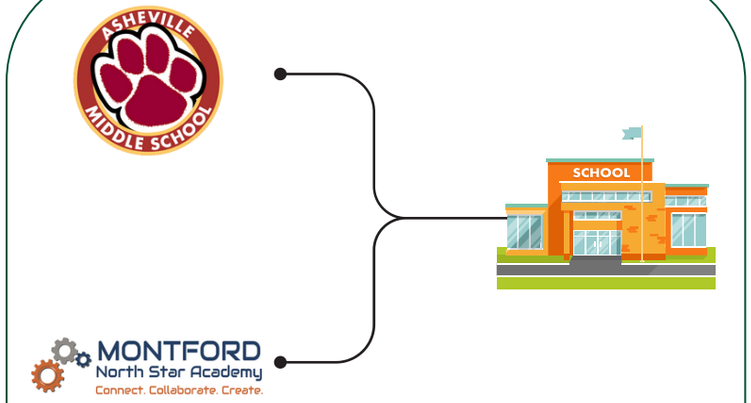
No change

No decision has been made. The Board is exploring options, including the pros and cons to keep the current configuration.



Move MNSA to another site

Examine the pros and cons to moving MNSA to share space in another ACS facility



Transition from 2 middle schools to 1

Examine the pros and cons of combining the unique gifts, talents, and strengths of both schools on a single campus.

Advantages & Hardships - No Change

Advantages

1. Building capacity for increased student enrollment at AMS and MNSA
2. Provides choice for MS families
3. Stability is maintained
4. No disruption to current schools
5. Space for ECA program at MNSA or AMS

Hardships

1. ECA students have not had a permanent location since 2008. Have been relocated 4 times to different sites
2. MNSA students will continue to have to be transported to AMS for sports and IRL programs
3. Not financially sustainable
4. Potential inequities in opportunities for students
5. Schools competing for resources

Advantages & Hardships - Move MNSA to another site (AMS)

Advantages

1. Maximizing a state of the art middle school building that cost taxpayers $41 million
2. Students on one campus in preparation for moving to one high school campus
3. Students would not have to be transported from MNSA to sports and extracurricular events at AMS
4. Enhance the racial balance (currently, AMS - 43% BIPOC/White 57% and MNS - 33% BIPOC and 67% White)
5. Shared expertise among staff could improve overall efficacy and effectiveness

Hardships

1. Having two separate schools on one campus could create division among students and staff
2. Misalignment with a sense of belonging

Advantages & Hardships - Move MNSA to another site (ES School for K-8)

Advantages

1. PreK-8 school which could foster a stronger sense of community and mentorships across the grade levels.
2. Research shows that students who attend K-8 schools have improved academic achievement and positive school culture
3. Fewer school transitions
4. Shared resources.
5. Family convenience.

Hardships

1. Transition from a small PreK-8 experience to a significantly larger high school experience could be challenging for students.
2. 6-8 students would still have to be transported to AMS for sports & IRL
3. Limited course options due to smaller population
4. Disrupts a greater number of students and staff
5. Increased cost to set up middle school at an elementary site

Advantages & Hardships - Transition from 2 MSs to 1 MS

Advantages

1. We would be maximizing a state of the art middle school building that cost $41 million
2. Students are able to be on one campus in preparation for moving to one high school campus
3. Eliminate transportation from MNSA to sports and extracurricular events at AMS
4. Reduction in expenses and improved scale of economy
5. A wonderful opportunity to share the similarities and differences

Hardships

1. Potential loss of students who desire a smaller school option
2. Students and families at MNSA could feel a sense of disruption and uncertainty

Quantitative and Qualitative Data

Communitiy Input

Gathered



Communitiy Input Presentation

Approx 200

stakeholders attended the community input meeting on Jan 18

531

Stakeholder Comments were collected

118

Stakeholders shared initial preference on options

Summary of Feedback from Community Input Meeting

- Concerns about Initial Data Provided
  - Many stakeholders expressed concerns about the limited information provided and the premature nature of the four options presented. They emphasized the need for more data, understanding of financial costs and benefits, and a fully elected board before making a consolidated decision.
  - Some expressed distrust and fear that the presented options could lead to more families leaving the district.

- Specific Feedback on Options
  - There were diverse opinions on the options, such as merging two schools into one, moving specific programs to different campuses, redrawing district lines, and increasing property taxes to fund schools.
  - Concerns were raised about the impact of certain decisions on school cultures, collective teacher efficacy, student enrollment, and equitable learning environments.

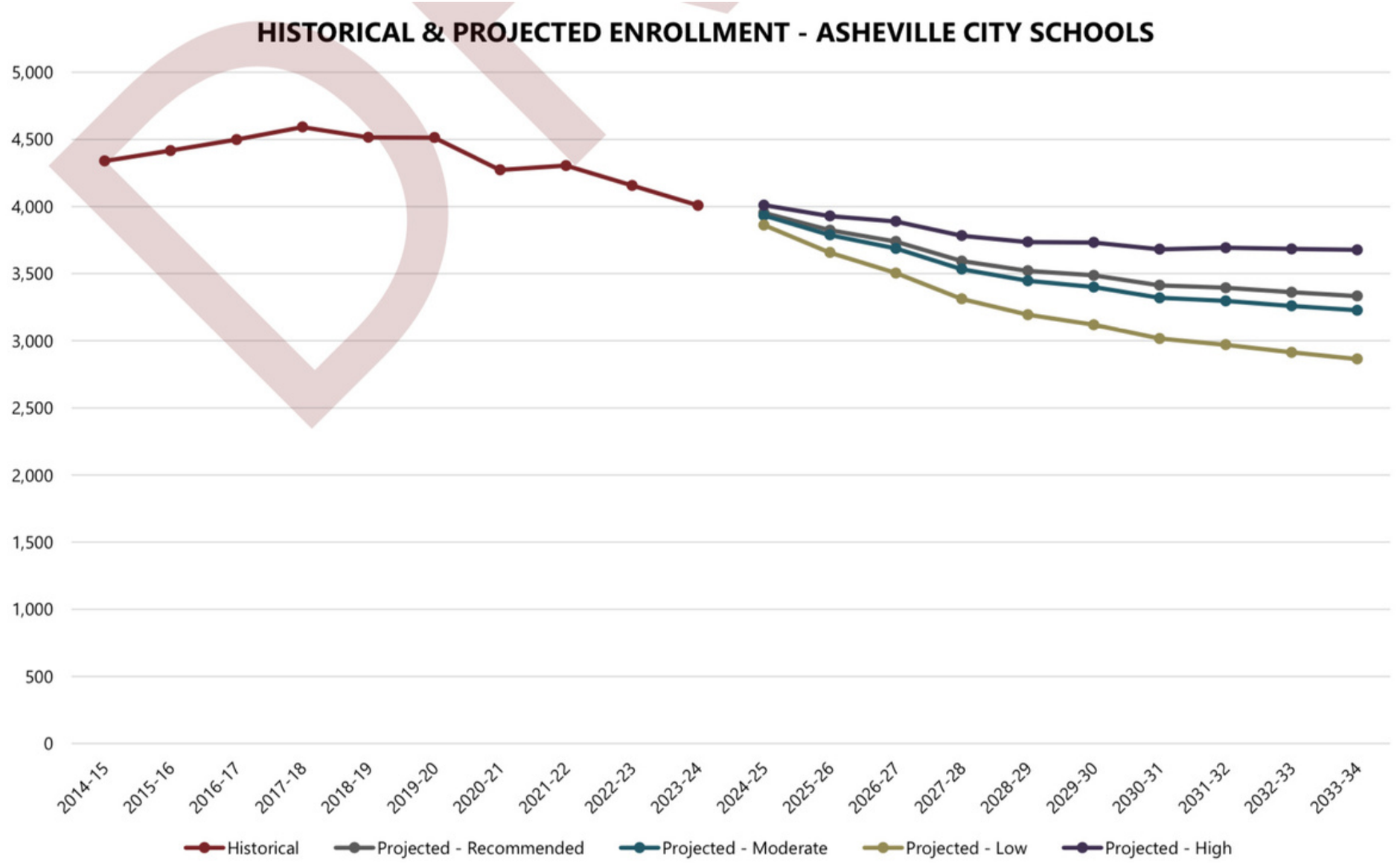
Summary of Feedback from Community Input Meeting

- Financial and Enrollment Concerns
  - Several comments highlighted the need for detailed financial data, including the cost of running each school and specific deficits. There were also questions about enrollment numbers, student-staff ratios, and the impact of declining enrollment on funding.

- Other Considerations
  - Some comments addressed the need to consider neurodiverse students, differing learning styles, and the impact of certain decisions on student safety and well-being.
  - There were also concerns about the lack of a long-term strategy, potential loss of good employees, and the impact on student retention.

Citations:
*[1] https://ppl-ai-file-upload.s3.amazonaws.com/web/direct-files/9528464/acdff94c-4422-4dd6-8f80-8b6ab2801298/Community Feedback - Qualitative Feedback**.pdf***

Enrollment Projections



Enrollment Projections

The following two slides provide initial enrollment projections provided to ACS from Cooperative Strategies.

Enrollment projections are built from examination of historical enrollment data, analysis of census data, live birth rates, and cohort survival ratios. The report provides four projections for consideration: high, moderate, low, and a recommended projection. One the study is finalized, the full report will be available for public review.

Projected Enrollment - Recommended - District-wide

Grade	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34
PK	104	104	104	104	104	104	104	104	104	104
K - 5	1,629	1,594	1,570	1,540	1,555	1,563	1,557	1,562	1,556	1,556
6 - 8	706	696	654	674	642	610	588	593	607	601
9 - 12	1,515	1,430	1,411	1,276	1,220	1,210	1,164	1,136	1,095	1,072
K - 12 Total	**3,850**	**3,720**	**3,635**	**3,490**	**3,417**	**3,383**	**3,309**	**3,291**	**3,258**	**3,229**
Grand Total	**3,954**	**3,824**	**3,739**	**3,594**	**3,521**	**3,487**	**3,413**	**3,395**	**3,362**	**3,333**

Enrollment Projections

Projected Enrollment - Recommended - District-wide

Grade	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34
PK	104	104	104	104	104	104	104	104	104	104
K	288	272	286	280	279	279	279	279	279	279
1	260	280	265	278	273	272	272	272	272	272
2	254	256	276	260	274	269	268	268	268	268
3	294	245	247	266	252	264	259	258	258	258
4	284	288	240	242	261	247	259	254	253	253
5	249	253	256	214	216	232	220	231	226	226
6	207	220	224	227	189	191	206	194	204	200
7	265	206	220	223	226	189	190	205	194	204
8	234	270	210	224	227	230	192	194	209	197
9	371	325	374	291	310	315	319	266	268	289
10	418	356	311	359	279	297	302	306	255	257
11	363	403	343	300	346	269	287	291	295	246
12	363	346	383	326	285	329	256	273	277	280
K - 12 Total	**3,850**	**3,720**	**3,635**	**3,490**	**3,417**	**3,383**	**3,309**	**3,291**	**3,258**	**3,229**
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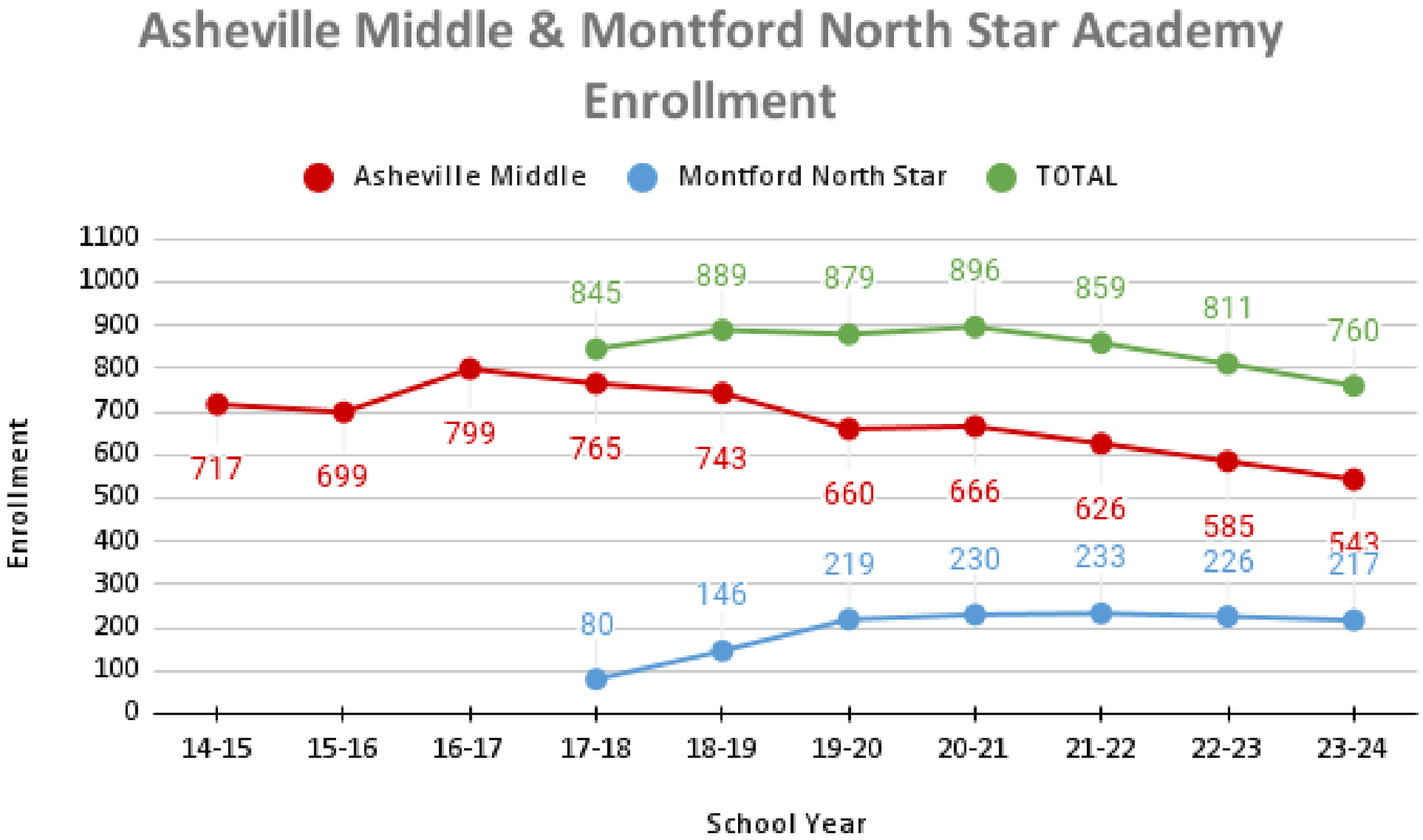
2023-2024 Out of District Applications: 86% Accepted

Grade	Applications	Denials
K	43	0
1	4	0
2	9	2 * ^
3	6	0
4	9	2 ^ +
5	7	2 ^ +
6	12	2 ^^

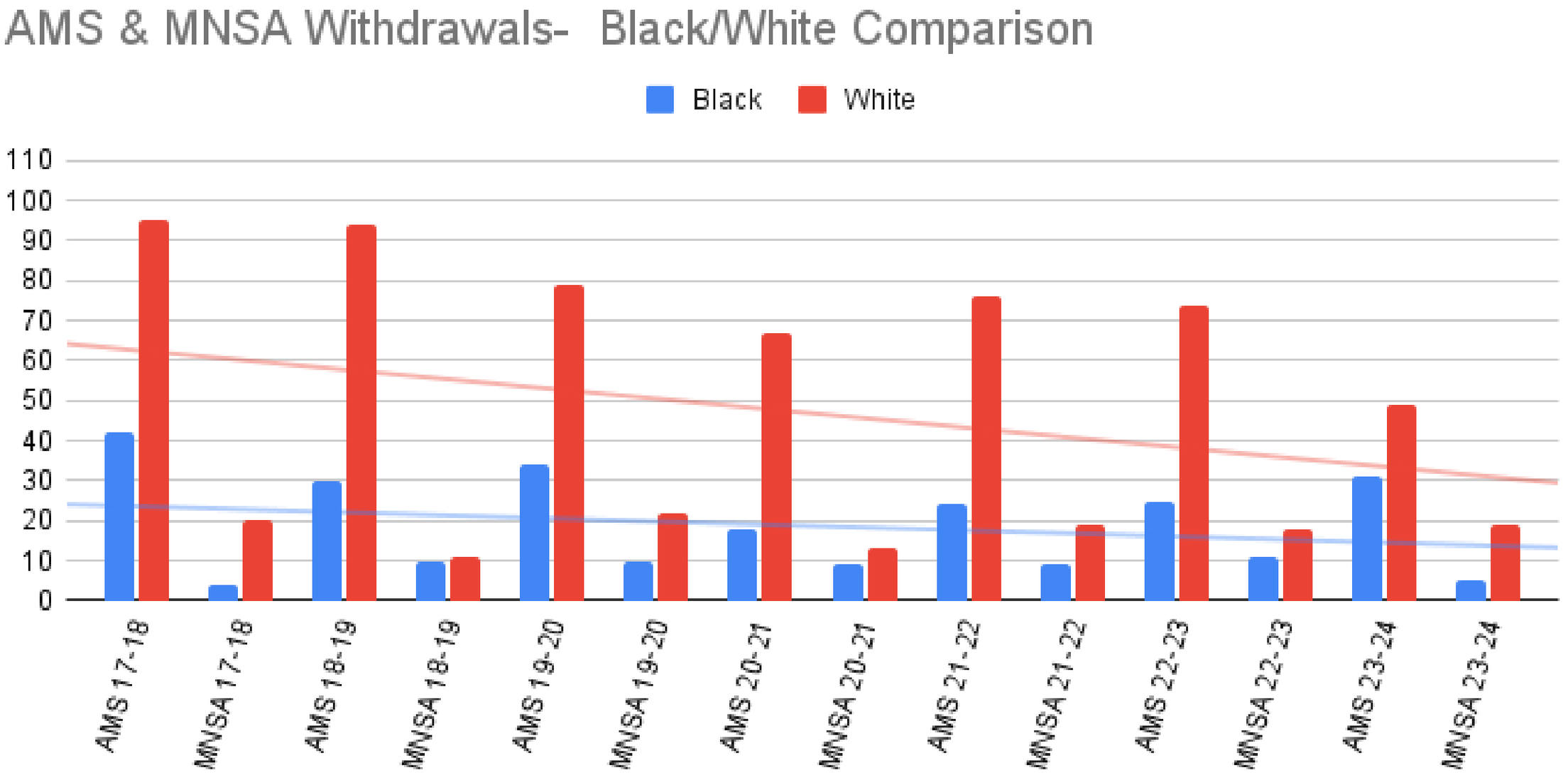
Grade	Applications	Denials
7	7	2 ^^
8	15	2 ^ +
9	47	5 ^^***
10	16	3 *^^
11	15	3 **^
12	6	5 ^^^^+
Total	212	28

Denial Codes: Space / Capacity = * Not in Good Standing = ^ Resources = +

Historical MS Enrollment



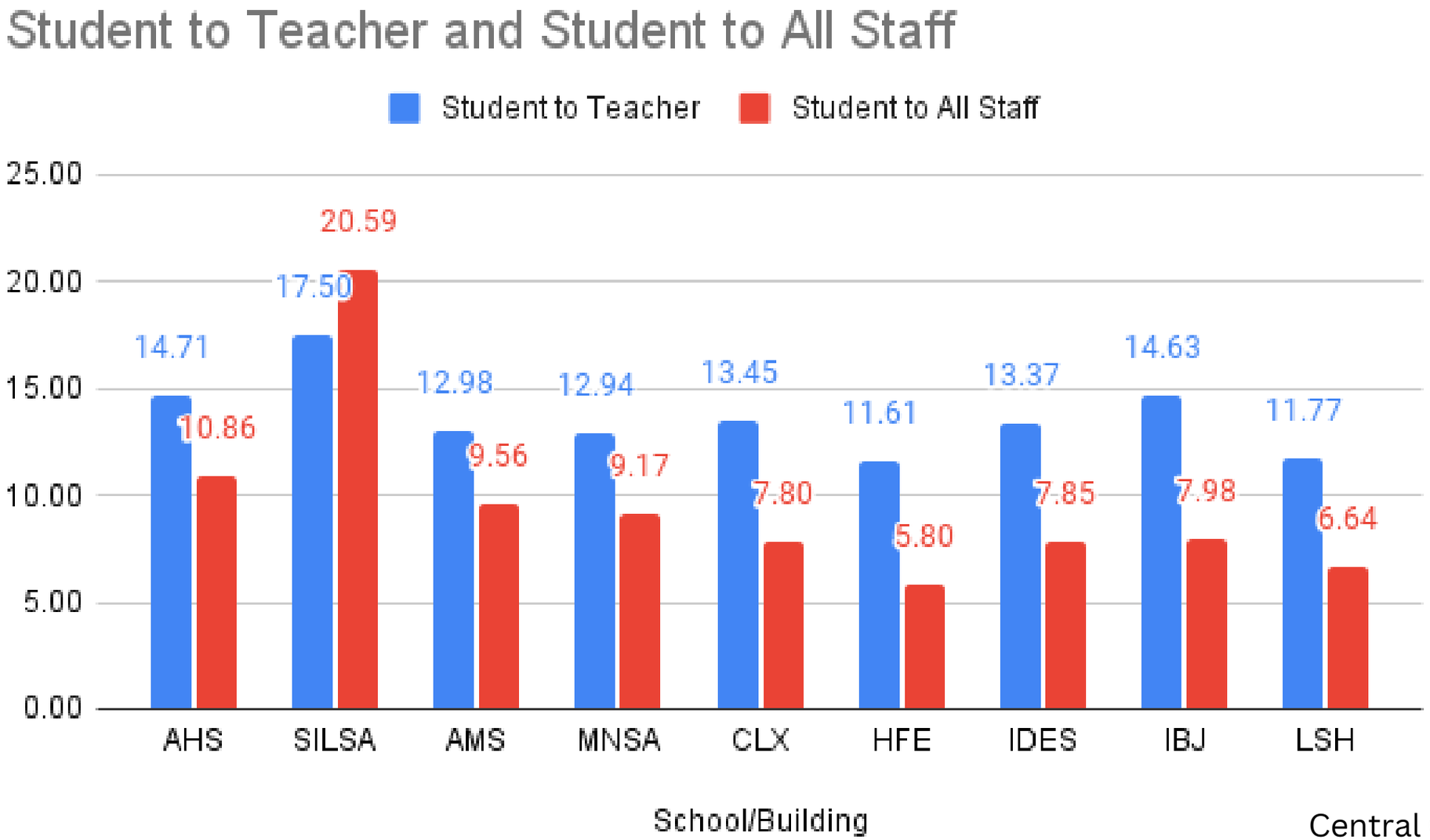
Historical MS Withdrawals



Between MNSA and AMS Transfers

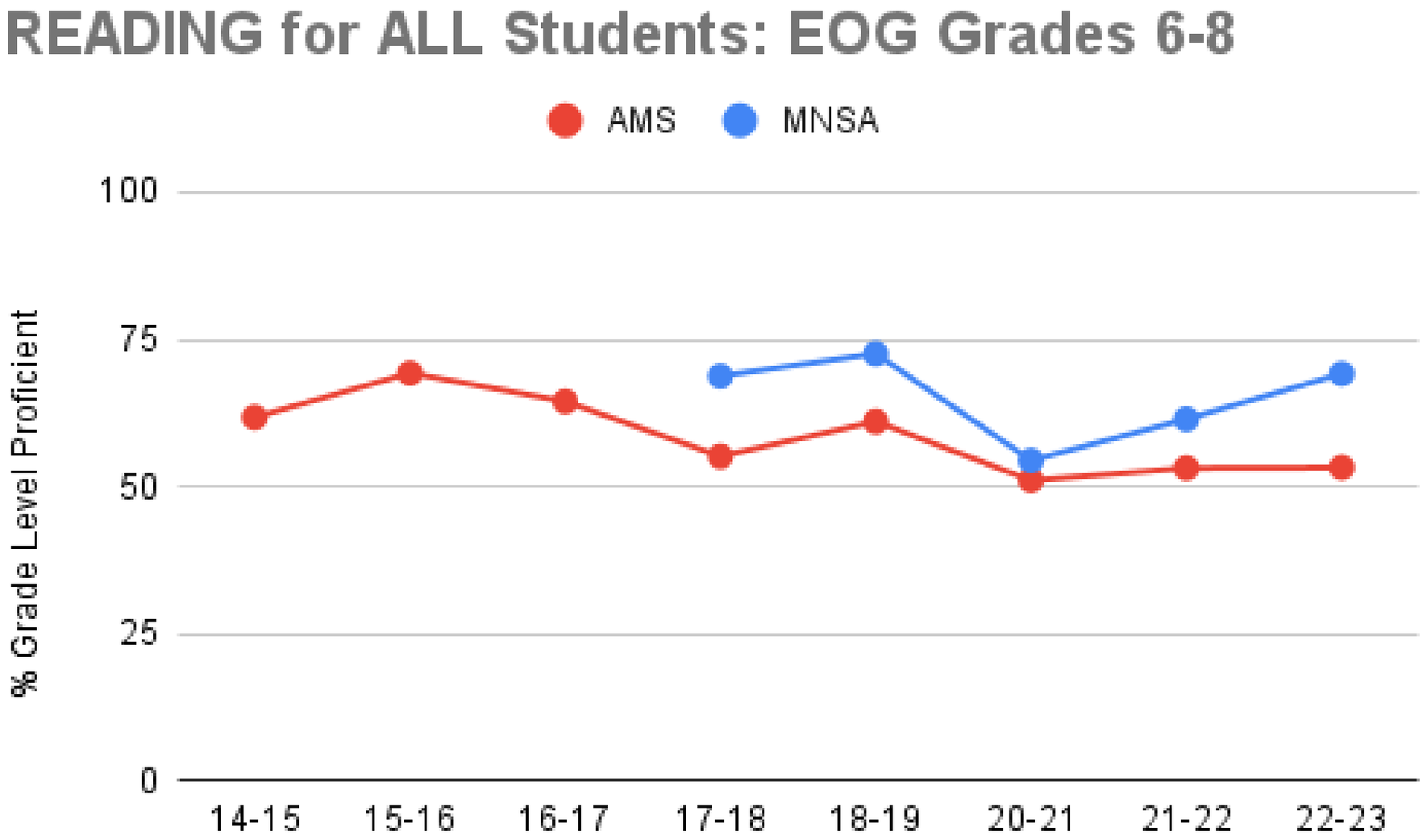
School Year	MNSA to AMS	AMS to MNSA
2023-2024	6	12
2022-2023	4	9

Student to Teacher Ratios

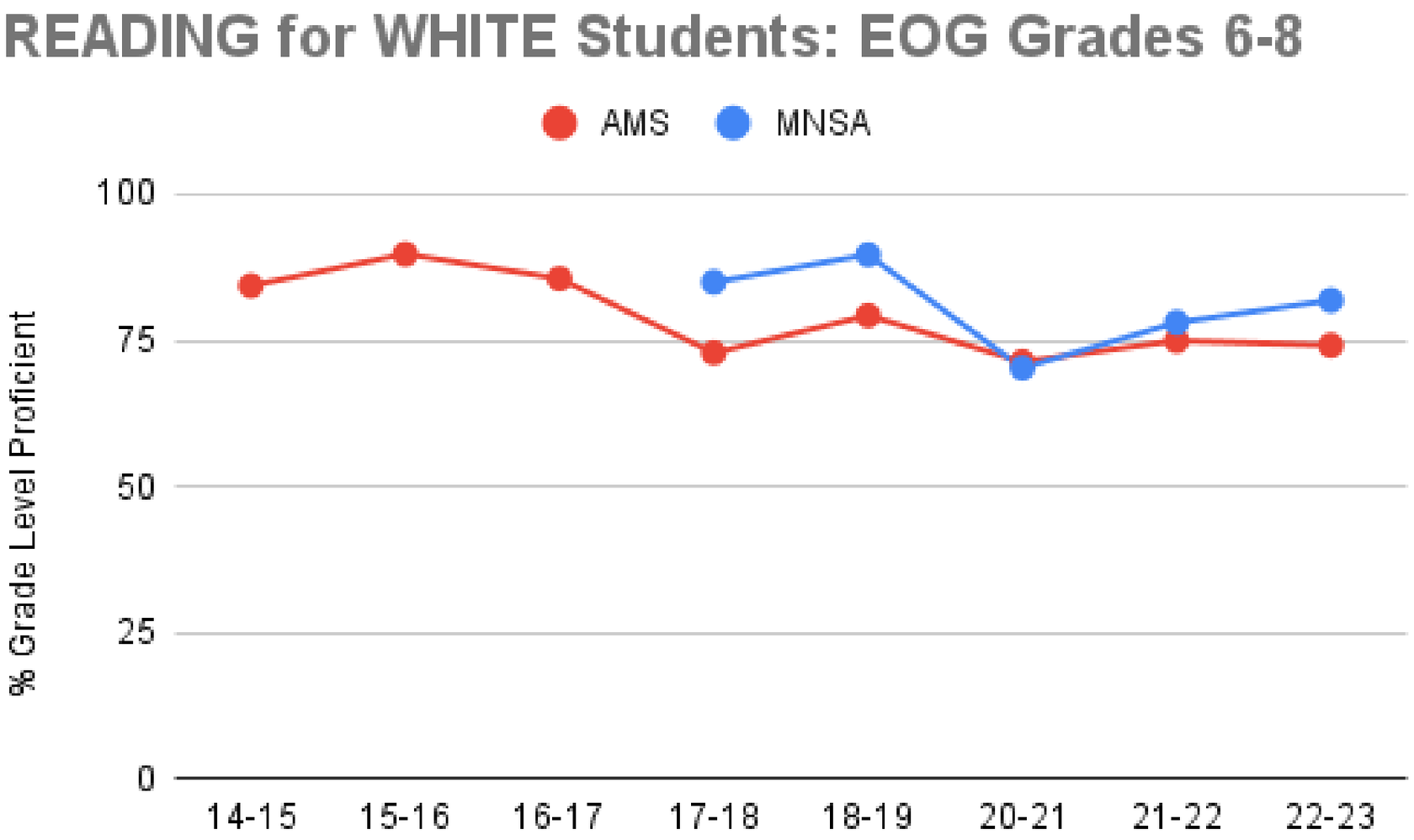


Central Office Ratios
CO: 65.08
Maintenance: 97.63

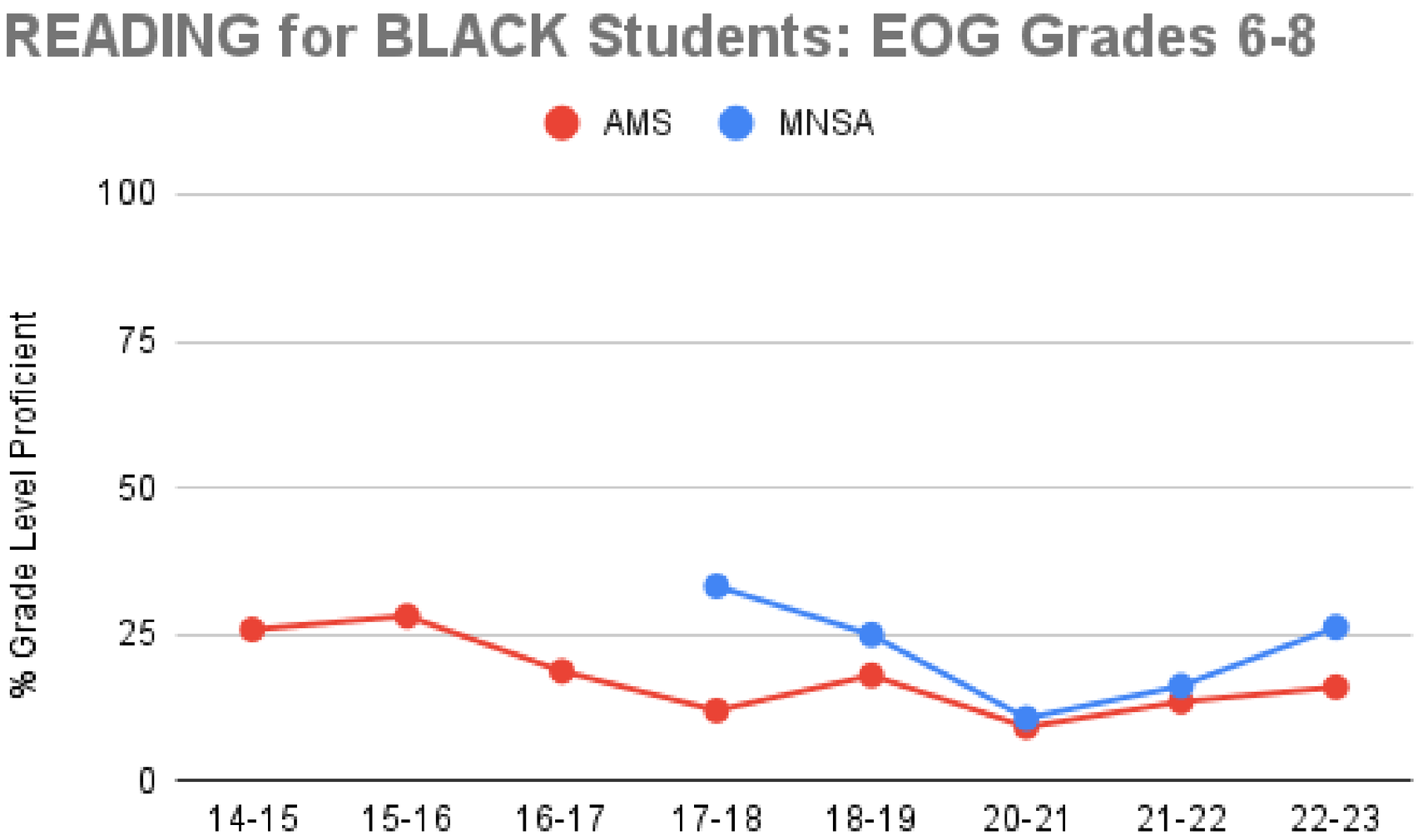
Student Achievement Data



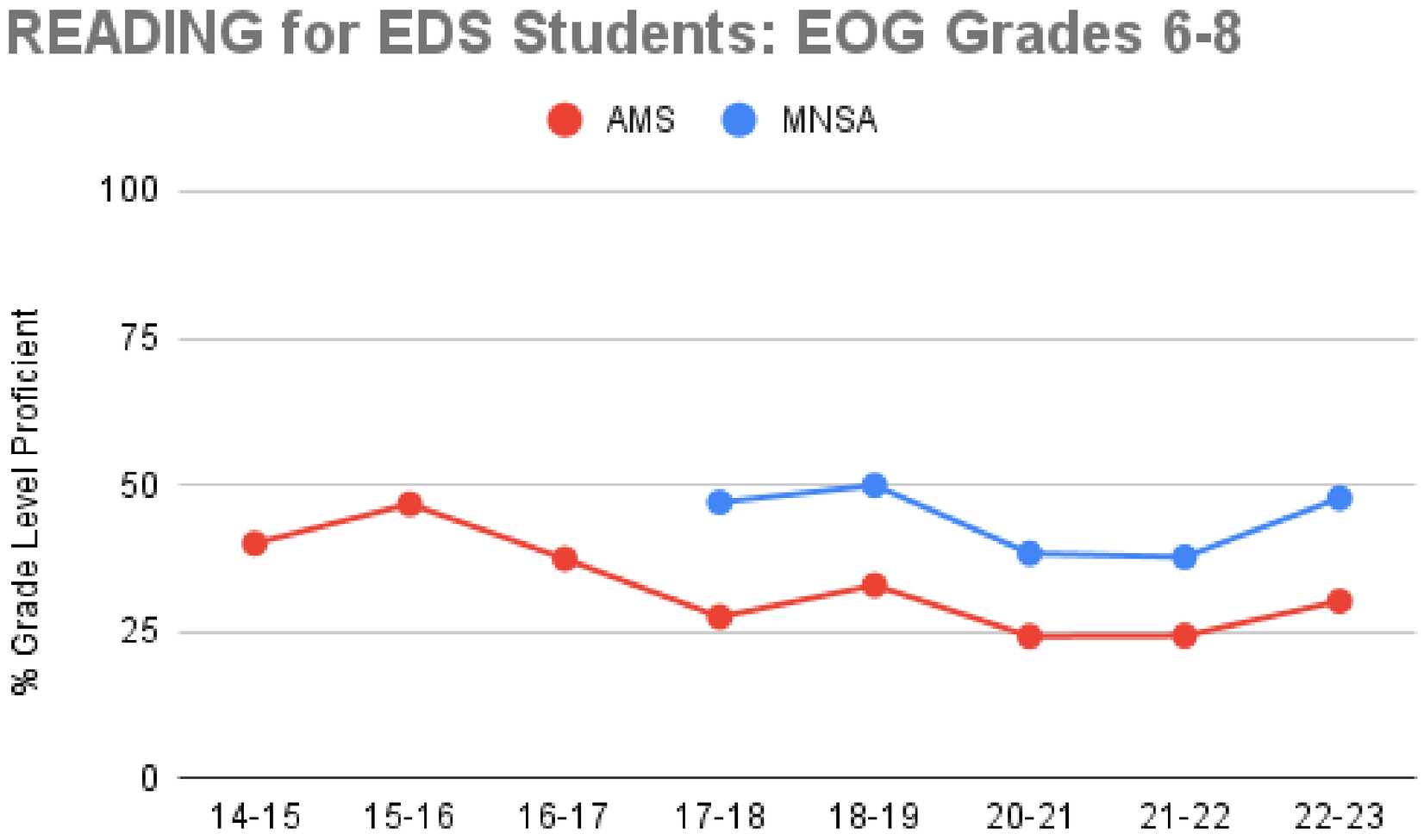
Student Achievement Data



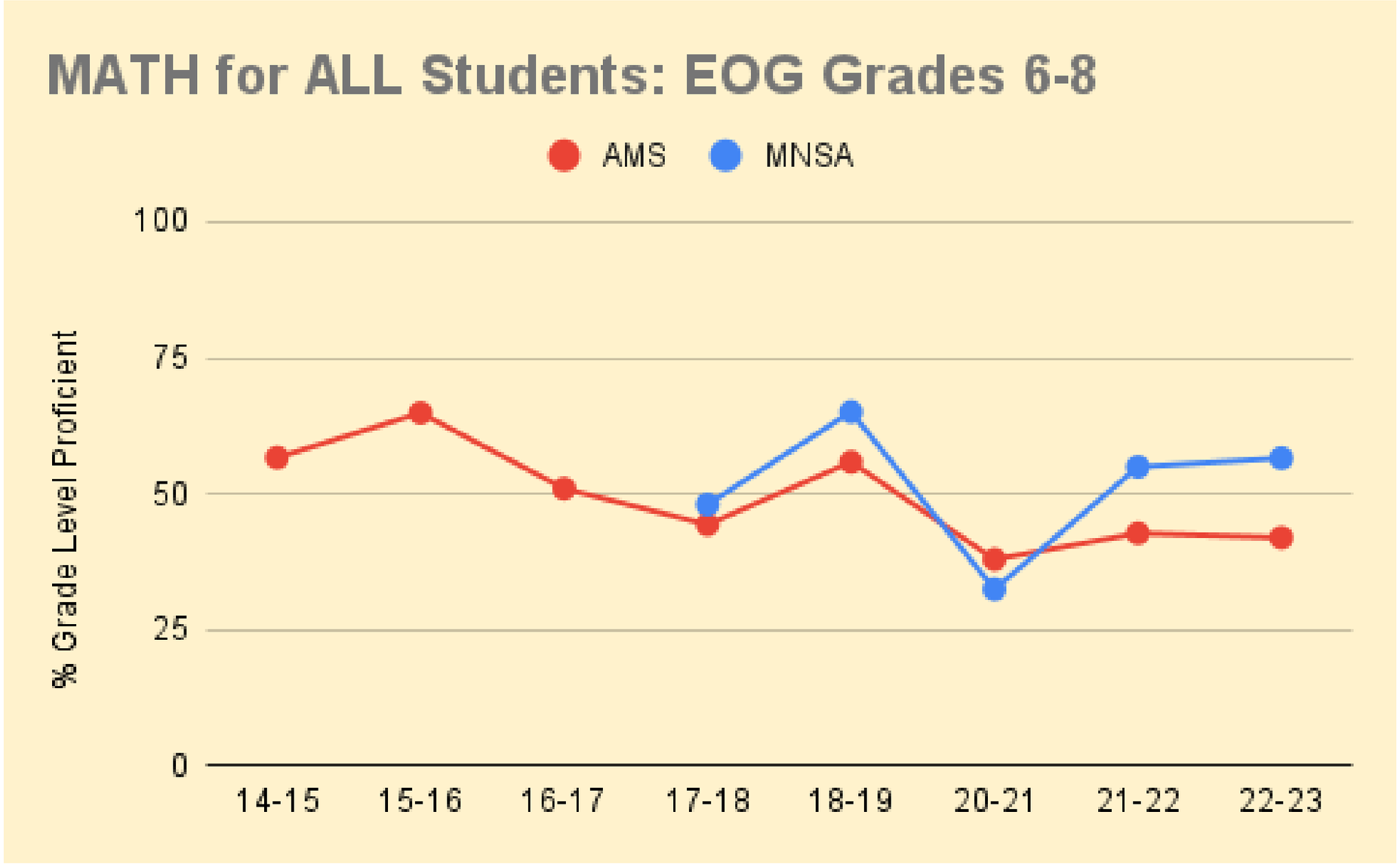
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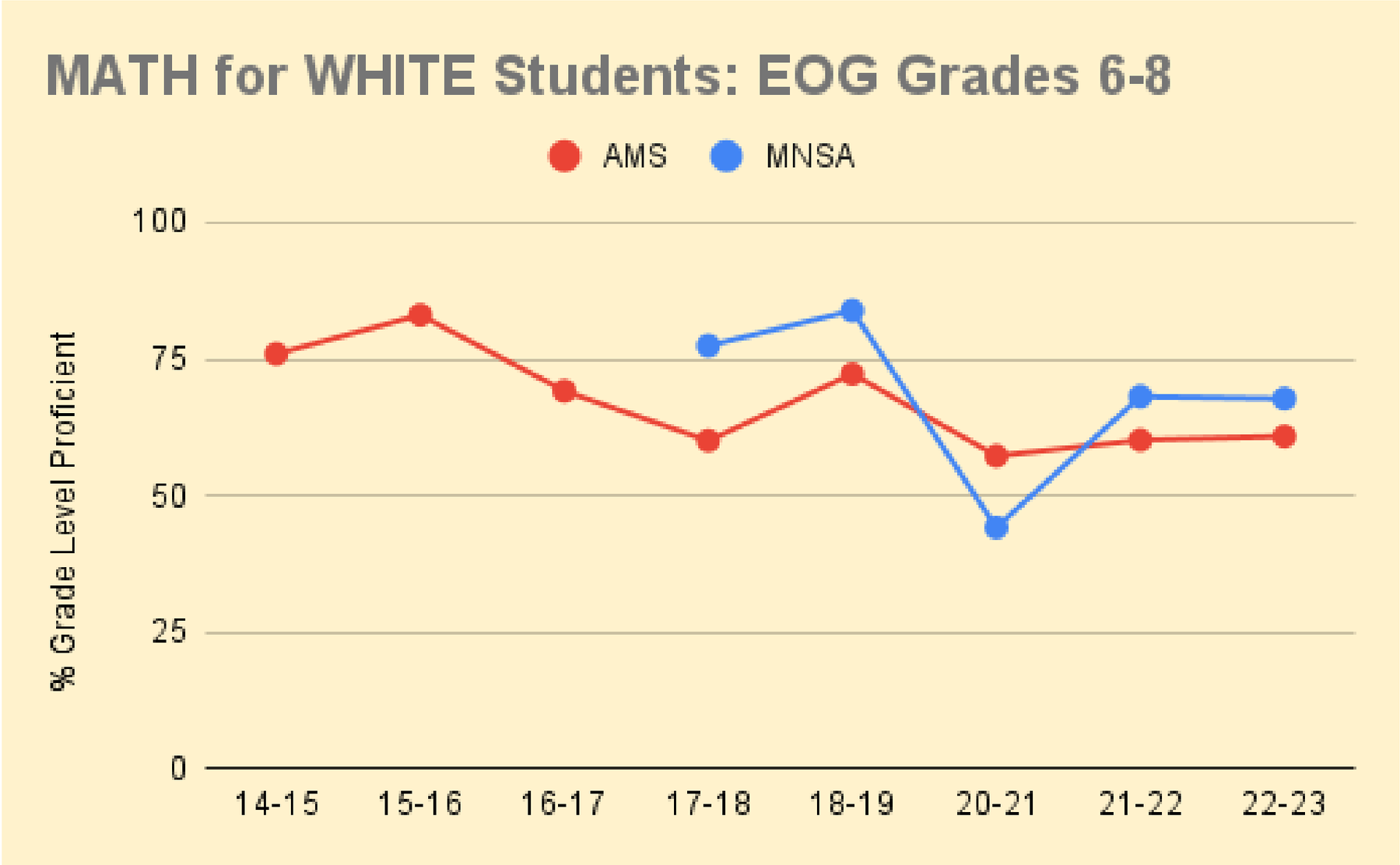
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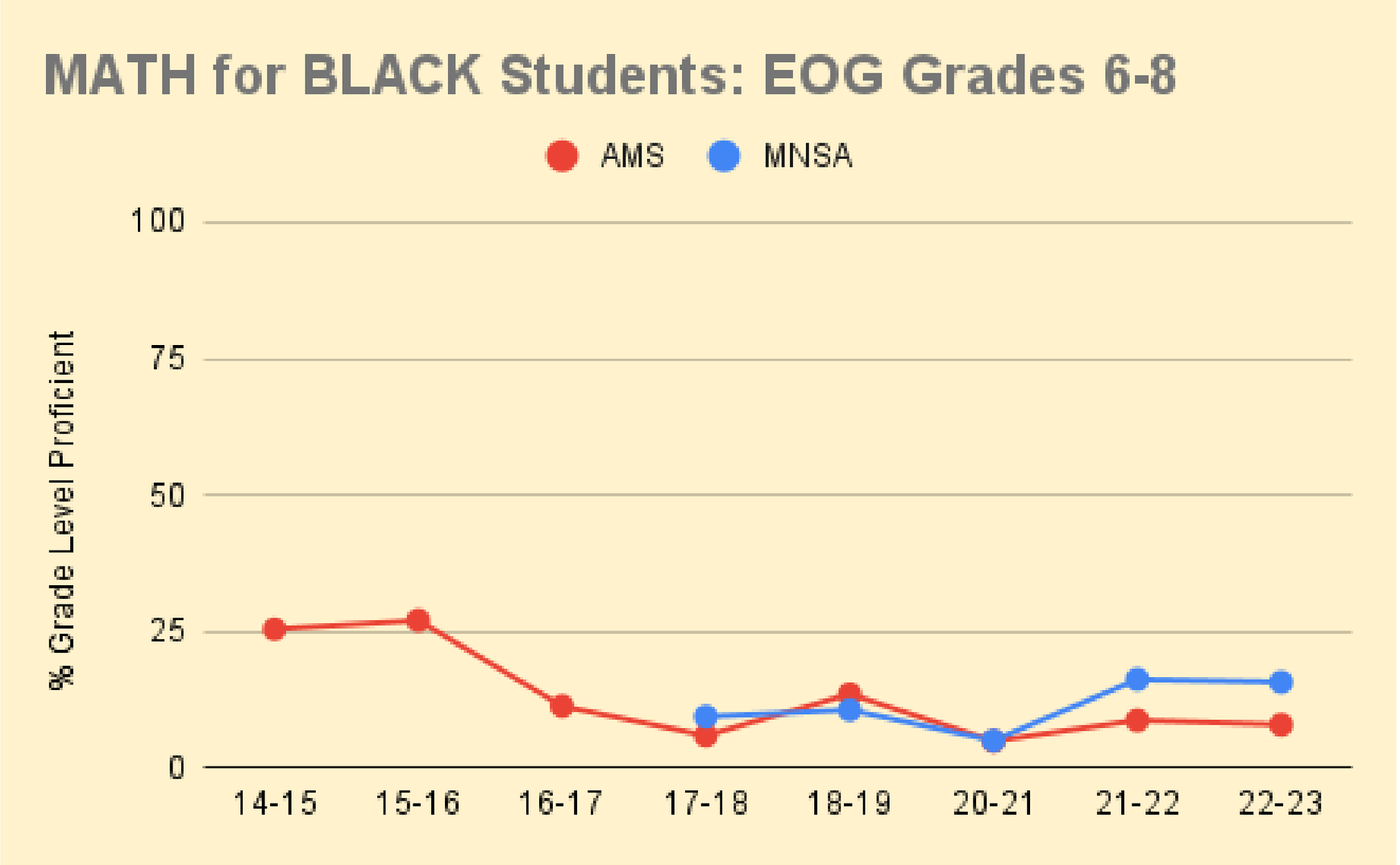
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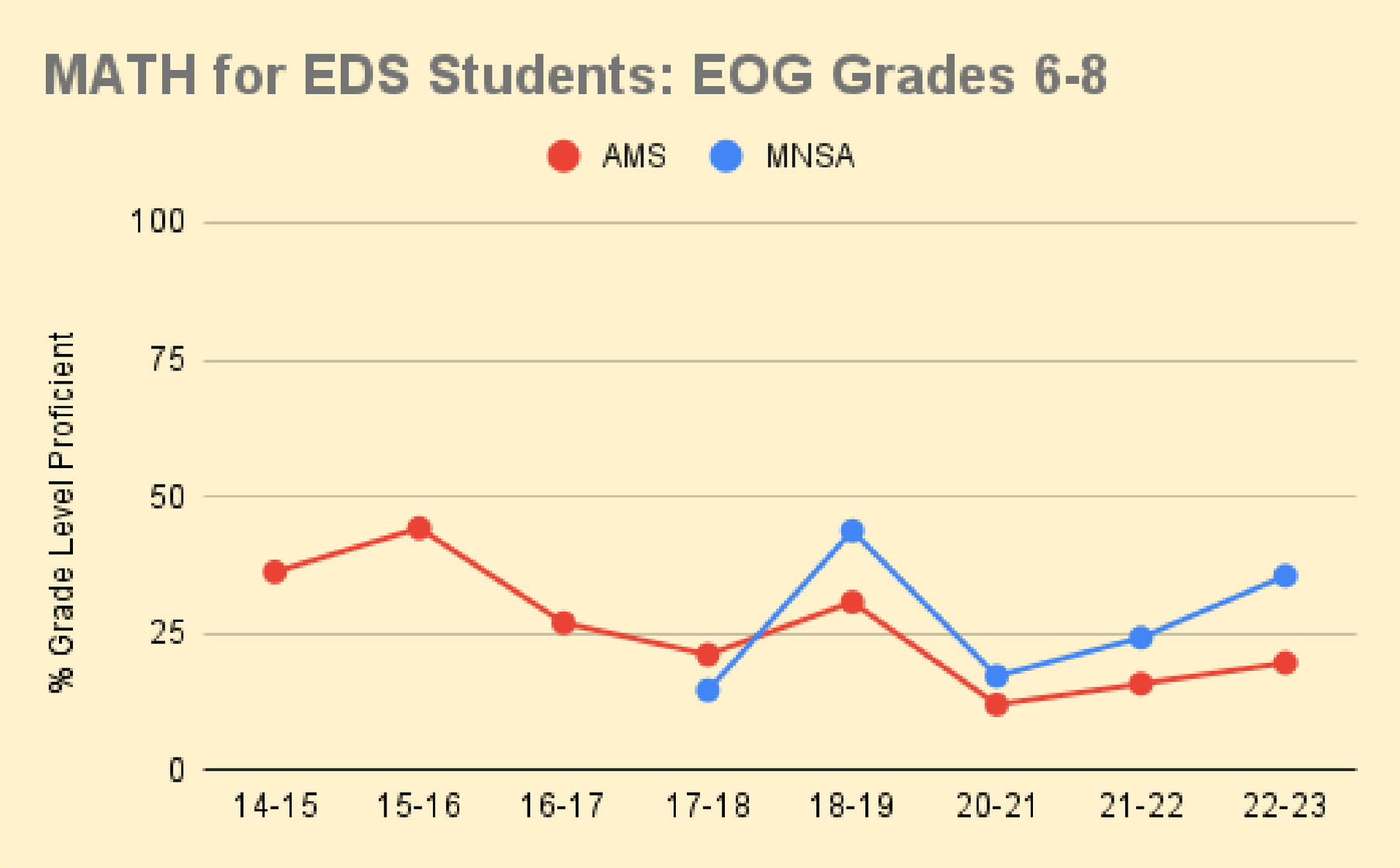
Student Achievement Data



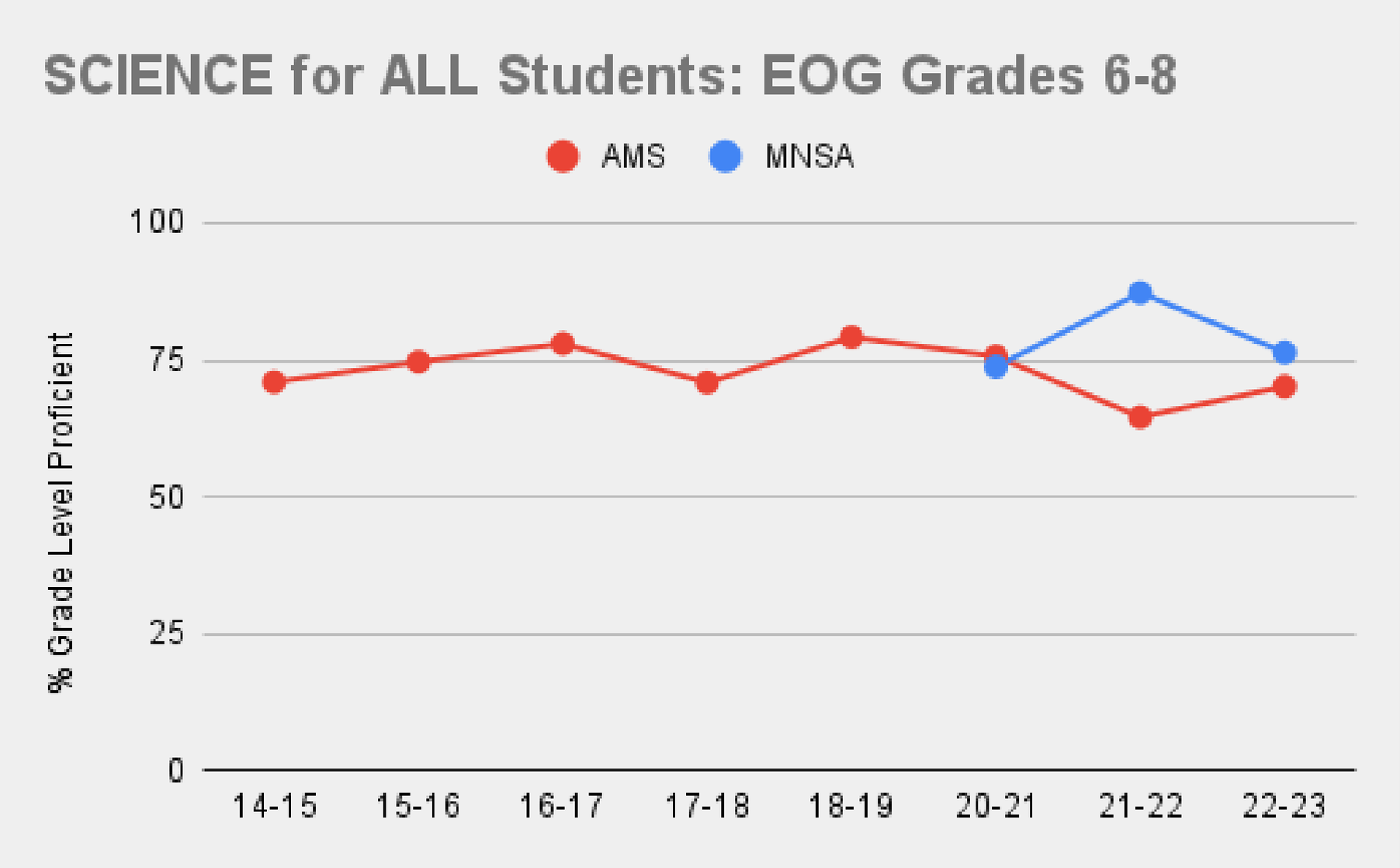
Student Achievement Data



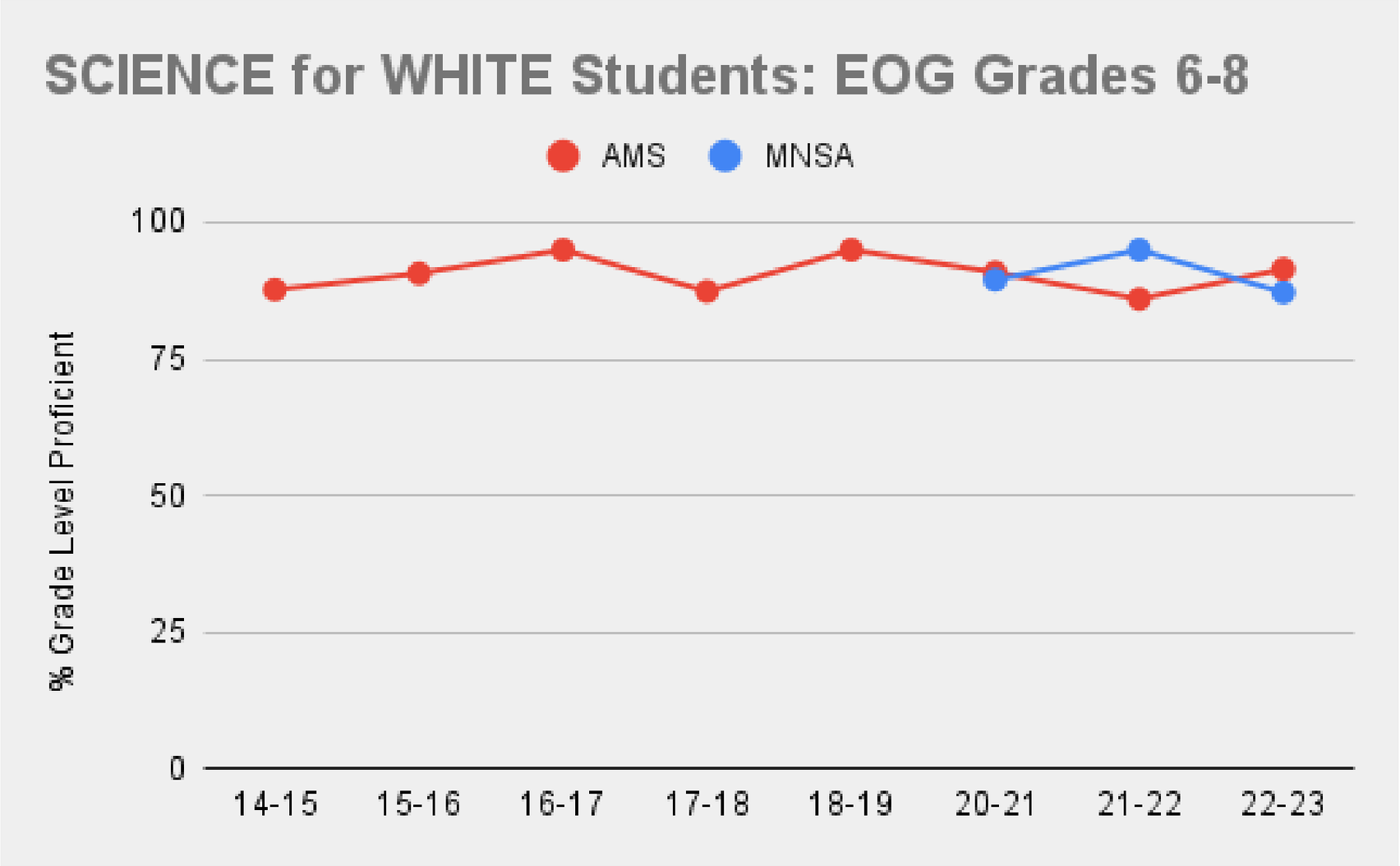
Student Achievement Data



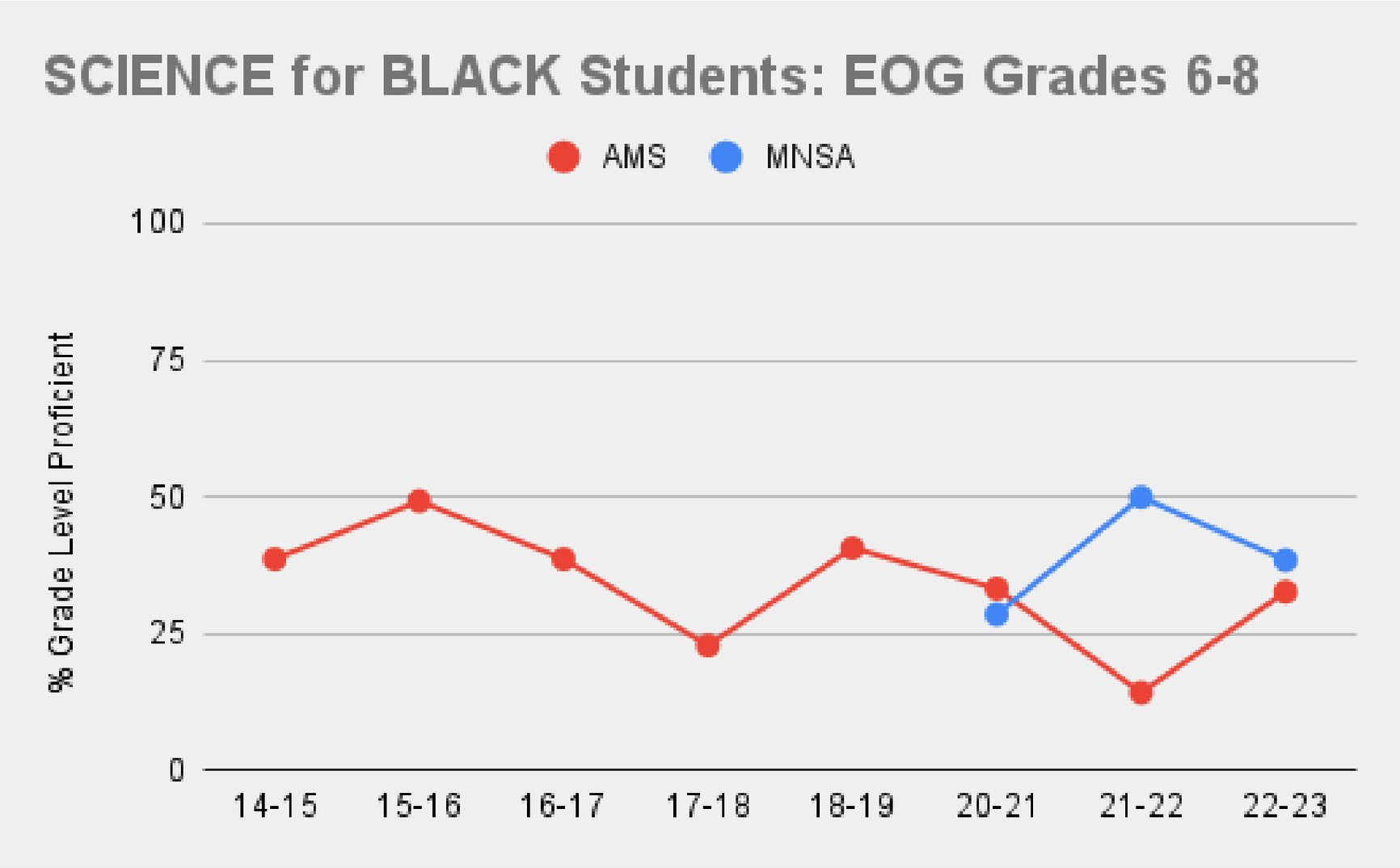
Student Achievement Data



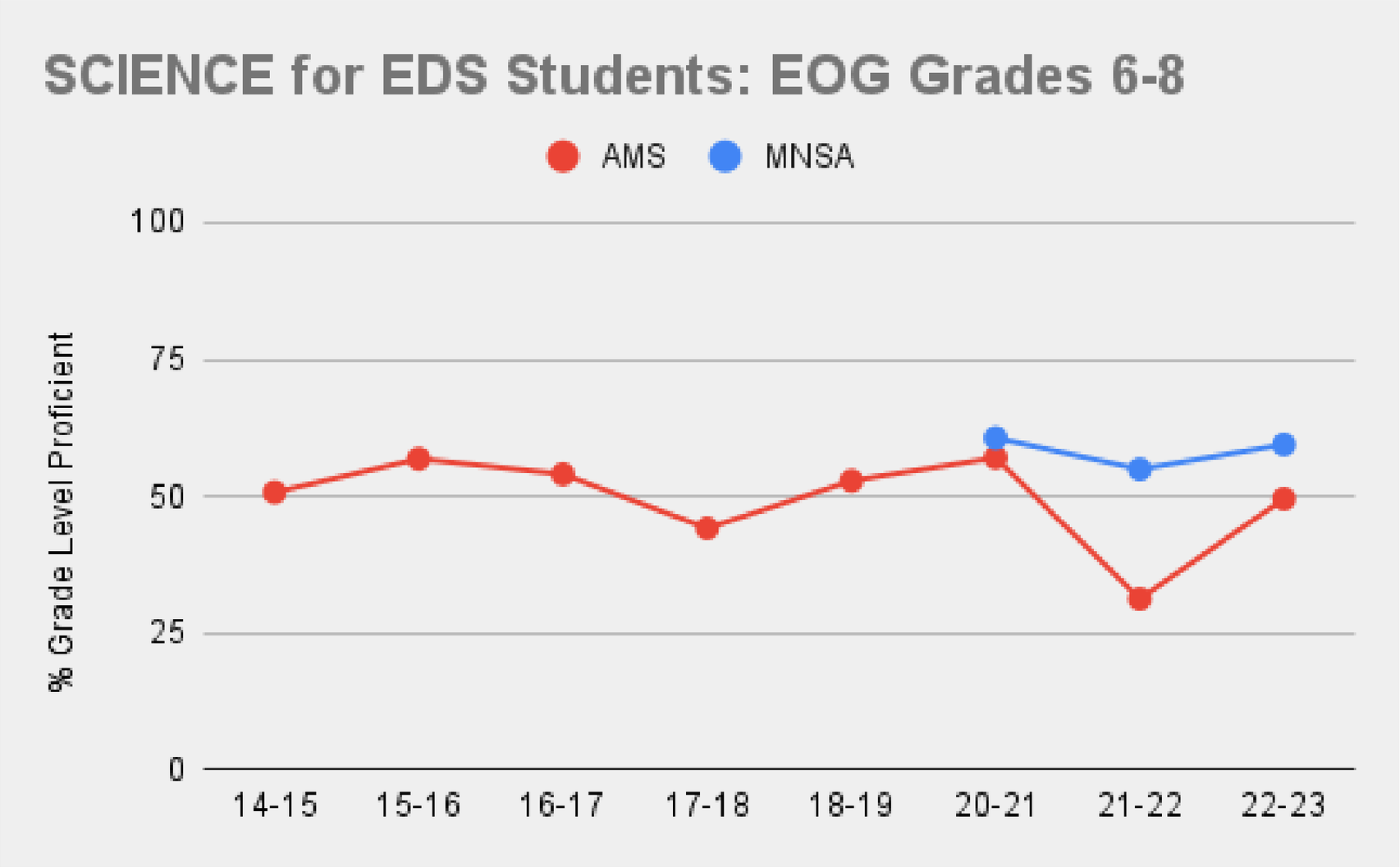
Student Achievement Data



Student Achievement Data



Student Achievement Data



Potential Savings in Staffing for Option 3

AMS			
Grade	Enrollment	Core Teachers	Total Staff
6th	197	9.00	9
7th	151	9.00	9
8th	197	9.00	9
Electives (3CTE)			15
TA's			1
	545		43
APs			3
Clerical			4
Counselors			3
DLT			1
Media Specialist			2
Principal			1
TOTAL SCHOOL BASED STAFF			57
Total	81		

MNSA			
Grade	Enrollment	Core Teachers	Total Staff
6th	68	4.00	4
7th	80	4.00	4
8th	72	4.00	4
Electives (2CTE)			5
TA's			1
Teacher Tot	220	12.00	18
APs			1
Clerical			2
Counselors			1
DLT			0
Media Specialist			1
Principal			1
TOTAL SCHOOL BASED STAFF			24

Sinigle Middle Schoool			
	24-25 Projected	Teachers Allotted	Rounded	# Teachers
6th grade	207	9.41	10.00	10
7th grade	265	11.04	11.00	11
8th grade	234	9.75	10.00	10
	706	**30.2**	**31.0**	**31.0**

Middle School Elective Teacher (1 / 100)		7.06	7
School Counselors (1 / 250)		2.82	3
MS - Assistant Principal (1 / 250)		2.824	3
MS/HS Clerical 3 per school (AA, Data Manager, Boo		3.00	3
MS Clerical - additional 1 / 350		2.02	2
School Nurse - 1 per school		1	1
Social Worker 1 per 250 students		2.824	2.824
Student Support Specialist - 1 per school		1	1
MS - Instructional Coach - 1 per school		1.00	1
Digital Lead Teacher - 1 per school		1	1
CTE Admin		0	
CTE Teachers			
CTE Clerical		0	
MS Music - 1 per 175 students enrc	750	4.29	4.5
In-School Suspension- 1 per school (MS/HS Only)		1	1
Stellar Sub- 1 per school		1	1
Media Specialists - 1 per school		1	1
			63.3

Estimated Potential Reduction of 18 positions*

Estimated Potential Savings between $1.5 and $2Million

**reduction of positions realized through attrition*

Potential Savings for Options 2 and 3

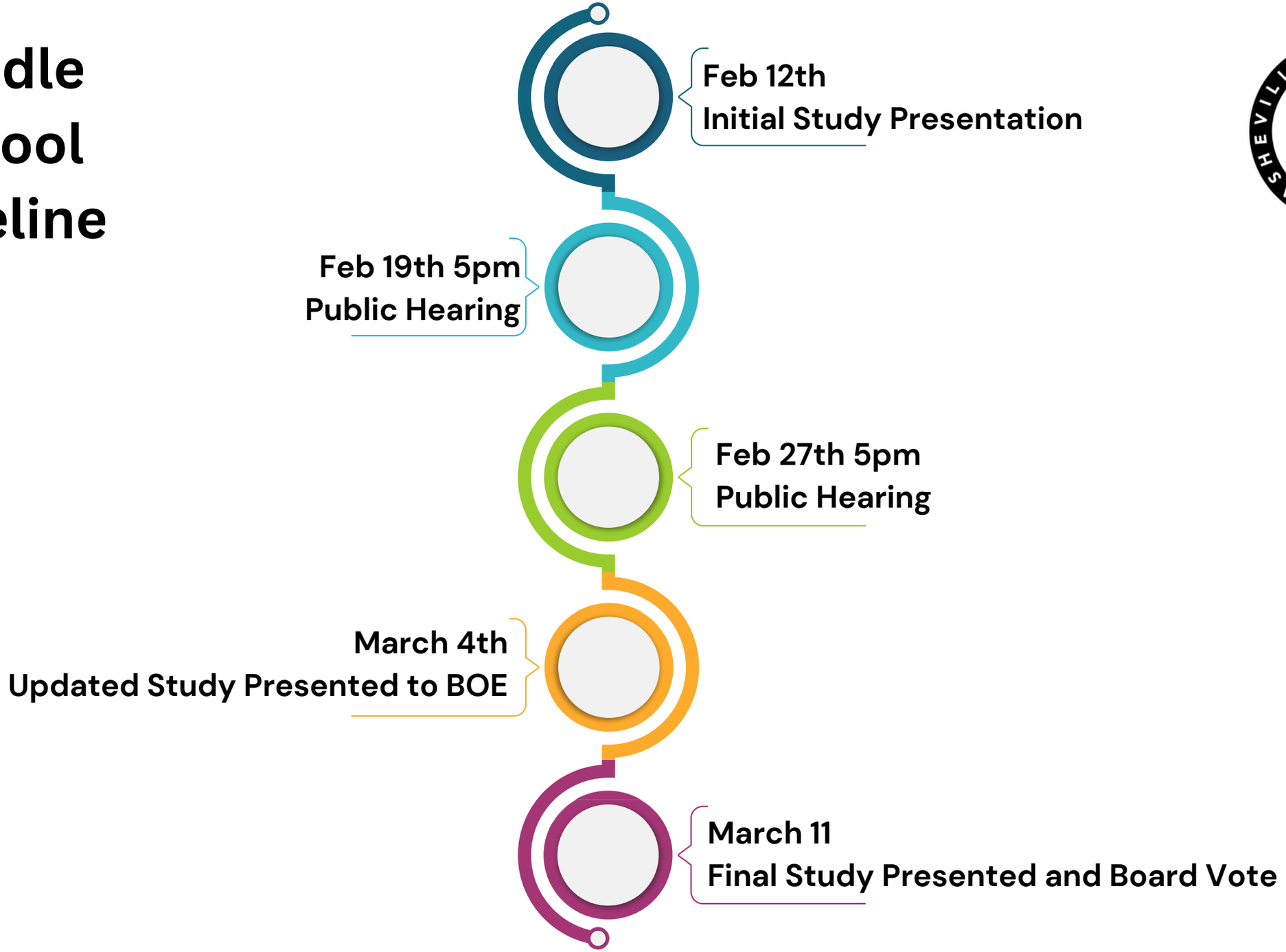
Option 2:
Transportation: $130,660
Leases: $90,345
School Nutrition: $90,000

Total: $311,005

Option 3:
Transportation: $130,660
Leases: $90,345
School Nutrition: $90,000
Staffing: $1.5 - $2.0 Million

Total: $1.8 - $2.3 Million

Middle School Timeline



Stay Informed

As updates and information are available, please follow ACS on social media and review our web page for new and updated information.

Share your thoughts



School Community Survey for Middle School Reconfiguration

Submit Written Feedback to the Board

Email written feedback to the Board via the email address below.

middleschoolreconfigurationfeedback@acsgmail.net

Exhibits

All files and data sources can be found by clicking the link above for the Exhibits linked for this study.

Version 1.1 Updates

Page	Update	Rational
Initial Analysis & Solutions Under Consideration	removed anticipated 2% supplement increase text	On Feb 12th the Board approved a 2% increase to local supplement so anticipated impact was no longer needed
Deeper Capacity Analysis	Linked most recent facility capacity information available; added Central Office to the list of facilities	Ensure transparency in reporting and provide direct links to information
Identify Tenable Options for Immediate Action	Updated Number 3 with info about central office staffing allocations	Clarification that central office staffing will also be adjusted based on enrollment