

Olympia School District – School Facility Efficiency Report – CAC Findings



WESTERN emographics, Inc.

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Final Report – 11/30/23

Committee Majority Opinion - Scenarios in Rank Order of Preference

- **1 (Scenario 3): Middle Schools Convert to 7-8 Grade Configuration** – Consolidate: Jefferson Middle School, Reeves Middle School, LP Brown Elementary ES.
- **2 (Scenario 4): Standard Consolidation** of Boston Harbor, LP Brown, McKenny and Jefferson.
- **3 (Scenario 1): Consultant's Eastside and Westside P-8 Grade Reconfiguration** - Consolidate LP Brown, Roosevelt (into adjacent P-8), Garfield (into the adjacent P-8)
- **“Add Alternate” - Additional Scenario Applicable to All** – Consolidate the Large Special Curriculums (Options) into Fewer Buildings (Lincoln, ORLA, Avanti)

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Initial Scenarios - Parameter Scoring - Individual Schools

Parameter	Weight Based on Survey Rating of Importance	Boston Harbor ES	L. P. Brown ES	Centennial ES	Garfield ES	Hansen ES	Lincoln ES	Madison ES	McLane ES	McKenny ES	Pioneer ES	Roosevelt ES	Jefferson MS	T Marshall MS	Reeves MS	Washington MS	Capital HS	Olympia HS
School Size	4	1	2	4	2	4	2	1	4	2	3	3	2	2	2	4	4	4
School Utilization	5	5	2	3	1	3	5	1	3	1	1	1	1	5	2	5	3	3
Socio-economic Factors	5	1	4	1	5	3	1	3	2	1	1	2	5	3	2	1	5	1
Facility Condition	3	2	1	5	4	3	1	1	5	1	2	5	2	2	2	2	2	3
Prior Investment	1	1	1	5	4	2	1	1	5	1	2	5	5	2	2	2	5	4
Future Development Potential	1	4	4	2	1	2	1	1	5	2	1	3	3	4	4	2	4	2
Combinability of Boundary Areas	5	2	2	4	4	3	3	4	2	4	4	3	2	2	2	2	2	2
Walkability	1	2	2	4	5	4	3	5	1	4	5	3	3	3	3	3	3	3

Initial Scenarios - Weighting Parameters - Survey

Efficiency Committee Survey -- Requests for Preliminary Scenario Data

	IMPORTANT CONSIDERATION	RELEVANT CONSIDERATION	NEUTRAL / NO PREFERENCE	UNIMPORTANT CONSIDERATION	EXTREMELY UNIMPORTANT CONSIDERATION	TOTAL
School Size	38.71% 12	38.71% 12	12.90% 4	9.68% 3	0.00% 0	31
School Utilization	58.06% 18	29.03% 9	9.68% 3	3.23% 1	0.00% 0	31
Socio- economic Factors	51.61% 16	41.94% 13	6.45% 2	0.00% 0	0.00% 0	31
Facility Condition	58.06% 18	16.13% 5	19.35% 6	3.23% 1	3.23% 1	31
Requires Changes in Education Program Delivery Structure	51.61% 16	35.48% 11	3.23% 1	6.45% 2	3.23% 1	31
Level-to- level Feeder Viability	20.00% 6	46.67% 14	16.67% 5	16.67% 5	0.00% 0	30

Initial Scenarios - Weighting Parameters - Survey

	IMPORTANT CONSIDERATION	RELEVANT CONSIDERATION	NEUTRAL / NO PREFERENCE	UNIMPORTANT CONSIDERATION	EXTREMELY UNIMPORTANT CONSIDERATION	TOTAL
Future Development Potential	16.13% 5	38.71% 12	22.58% 7	22.58% 7	0.00% 0	31
Combinability of Boundary Areas	38.71% 12	51.61% 16	6.45% 2	3.23% 1	0.00% 0	31
Walkability	19.35% 6	25.81% 8	32.26% 10	22.58% 7	0.00% 0	31
Cost Savings	54.84% 17	35.48% 11	6.45% 2	3.23% 1	0.00% 0	31
Prior Investment	19.35% 6	29.03% 9	25.81% 8	16.13% 5	9.68% 3	31

Initial Scenarios - Individual Schools - Parameter Scoring – Weighted Sums

	Boston Harbor ES	L. P. Brown ES	Centennial ES	Garfield ES	Hansen ES	Lincoln ES	Madison ES	McLane ES	McKenny ES	Pioneer ES	Roosevelt ES	Jefferson MS	T Marshall MS	Reeves MS	Washington MS	Capital HS	Olympia HS	Parameter
	4	8	16	8	16	8	4	16	8	12	12	8	8	8	16	16	16	School Size
	25	10	15	5	15	25	5	15	5	5	5	5	25	10	25	15	15	School Utilization
	5	20	5	25	15	5	15	10	5	5	10	25	15	10	5	25	5	Socio-economic Factors
	6	3	15	12	9	3	3	15	3	6	15	6	6	6	6	6	9	Facility Condition
	1	1	5	4	2	1	1	5	1	2	5	5	2	2	2	5	4	Prior Investment
	4	4	2	1	2	1	1	5	2	1	3	3	4	4	2	4	2	Future Development Potential
	10	10	20	20	15	15	20	10	20	20	15	10	10	10	10	10	10	Combinability of Boundary Areas
	2	2	4	5	4	3	5	1	4	5	3	3	3	3	3	3	3	Walkability
	57	58	82	80	78	61	54	77	48	56	68	65	73	53	69	84	64	Weighted Sum
	2	2	5	5	5	3	2	5	1	2	4	2	3	1	3	5	3	Quintile
	Boston Harbor ES	L. P. Brown ES	Centennial ES	Garfield ES	Hansen ES	Lincoln ES	Madison ES	McLane ES	McKenny ES	Pioneer ES	Roosevelt ES	Jefferson MS	T Marshall MS	Reeves MS	Washington MS	Capital HS	Olympia HS	School
*	*						*		*	*		*		*				Low Scoring School

Initial Scenarios - Low Scoring Schools

- **Low Scoring Schools** – The schools that scored below 60 are shown in the following list... These scores had no bearing on the CAC final rankings other than giving committee members data with which to make informed decisions regarding consolidation candidates. The final scoring and weighting of the scenario bundles was at the discretion of the individual CAC members and their scores and weights were summed accordingly.
 - Boston Harbor ES - 57
 - L.P. Brown ES - 58
 - Madison ES - 54
 - McKenny ES - 48
 - Pioneer ES - 56
 - Jefferson MS - 65
 - Reeves MS - 53

Initial Scenarios – Group Bundling Process

Olympia School District – School Facility Efficiency Review Committee - Meeting #5 Bundles

Common Themes Crudely Shaded - No Detailed Analysis - WDI - 10/24/23

Conventional Bundles

	Group 1	Group 2	Group 3	Group 4	Group 5
	Close LP Borwn	2. LP Brown to Hansen & McLane	LP Brown kids to to: Hansen, Garfield, McLane	Close LP Brown	Take LP Brown offline
	Close Lincoln into McKenny				
Elementaries		1. Boston Harbor to Roosevelt	Boston Harbor kids go to: Roosevelt; Some of Roosevelt peeled off to go to Madison	Close Boston Harbor	
		4. Madison to Roosevelt (maybe split kids or use PK space)	Madison kids go to McKenny. Redraw feeder so former M area goes to Reeves.		
		5. McKenny to Pioneer & Centennial		Close McKenney	
					Take Garfield offline
Middles	Jefferson and shift those kids to Marshall and Reeves.	3. Jefferson to Marshall & Reeves	Jefferson -- JAMS to Reeves (RAMS), Rest to TMMS	Close Jefferson	Take Jefferson offline, rehome JAMS
Notes		Maybe not all, but in order of preference.			It felt incredibly difficult to make these choices without knowing how they would impact the overall budget in a cost/savings framework.

Initial Scenarios – Group Bundling Process

Grade Configuration Bundle

Group 1	Group 2	Group 3	Group 4	Group 5
Close Garfield and LP Brown/ Make Jefferson K-8	K-8 (Magnet) Jefferson/Garfield; Keep JAMS		Close LP Brown, Garfield, Roosevelt/ K-8 at Jefferson	P-8 Bundle at Jefferson
Not comfortable with Reeves/Roosevelt				
		P-8 or K-8 would be challenging change in this community		
			Retain 6th grade across all elementary schools: Close Jefferson/Reeves, Close LP Brown	
K-6 at Madison & Boston Harbor				Boston Harbor & Madison Retain 6th grade with Madison getting 75 students from Roosevelt. Roosevelt moves into Reeves.
Other Options to Explore:				
Roosevelt K-8 and close Reeves				
	5-8 configuration in all middle schools; Close BH, LP Brown, McKenny & Madison			
			Any of options should look at consolidating special programs at ORLA, HAP, CSI, JAMS	

Initial Scenarios – Group Bundling Process – CAC Break-out Groups Bundling Process Outcomes

Bundle	Reconfiguration Scenarios	Closure 1	Closure 2	Closure 3	Closure 4	Closure 5	Feasible	Annual Savings	One-time Capital Cost
1	Consultant's Eastside and Westside P-8	LP Brown	Roosevelt	Garfield			Yes	\$3M	\$13M
2	Middle Schools Convert to 5-8	Boston Harbor	LP Brown	McKenny	Madison		Yes	\$4M	
2A	Middle Schools Convert to 5-8, Consolidate Jefferson	Boston Harbor	LP Brown	McKenny	Madison	Jefferson	No	\$5M	???
3	Middle Schools Convert to 7-8	Jefferson MS	Reeves MS	LP Brown ES			Yes	\$3M	

Bundle	Conventional Consolidation Scenarios	Closure 1	Closure 2	Closure 3	Closure 4	Closure 5	Feasible	Annual Savings	One-time Capital Cost
4	Simple Consolidation as Shown at Previous Meeting	Boston Harbor	LP Brown	McKenny	Jefferson		Yes	\$4M	
4A	Previous Scenario Moving Lincoln			Lincoln into McKenny			Yes	\$4M	

Final Scenario Building Process - CAC Additional Scenarios

- After the bundling process, CAC members added additional scenarios that addressed additional consolidation bundles and scenarios that addressed specialized curriculums at Lincoln, ORLA and Avante.
- Data addressing these scenarios was presented at subsequent meeting and a poll was taken regarding continuing to explore individual bundles. The outcome of this poll - Scenarios 2A, 4A, 6, and 7 were eliminated.

Final Scenario Building Process - Scenario Bundle Continuity Survey

	YES	NO	UNSURE OR UNCOMFORTABLE WITH OPTION	TOTAL
1. Consultant's Eastside and Westside P-8 Grade Reconfiguration Scenario Consolidating LP Brown, Roosevelt, Garfield	50% 15	37% 11	13% 4	30
1A. Split bundle 1 into East and West and component.	59% 17	31% 9	10% 3	29
2. Middle Schools Convert to 5-8 Grade Reconfiguration Scenario Consolidating Boston Harbor, LP Brown, McKenny, Madison	47% 14	47% 14	7% 2	30
2A. Middle Schools Convert to 5-8 Grade Reconfiguration Scenario, Consolidate Jefferson (Consolidating Boston Harbor, LP Brown, McKenny, Madison, Jefferson)	10% 3	83% 25	7% 2	30
3. Middle Schools Convert to 7-8 Grade Reconfiguration Scenario Consolidating Jefferson Middle School, Reeves Middle School, LP Brown Elementary School	77% 23	20% 6	3% 1	30
4. Simple Consolidation as Shown at Previous Meeting Consolidating Boston Harbor, LP Brown, McKenny, Jefferson	63% 19	33% 10	3% 1	30
4A. Same Stipulations as Scenario #4, but Moving Lincoln to McKenny (Consolidating Lincoln into McKenny)	30% 9	67% 20	3% 1	30
5. What neighborhood school enrollment would look like if options programs (Lincoln and ORLA) weren't drawing off enrollment.	76% 22	17% 5	7% 2	29
6. Grades 5-8 at Jefferson, Reeves and Marshall (and Washington stays 6-8). And close Boston Harbor, LP Brown, McKenny and Madison.	43% 13	50% 15	7% 2	30
7. Grades 7-8 at Washington, Grades 6-8 at Jefferson. Close Boston Harbor, LP Brown, Reeves and Marshall. All elementary schools in district become P-6.	33% 10	60% 18	7% 2	30
8. Consolidate all Choice/Optional programs and close Lincoln, Jefferson and one other elementary school.	59% 17	31% 9	10% 3	29
9. Eliminate all choice programs and move those students to neighborhood schools. (Lincoln, ORLA, Avanti, HAP, JAMS, CSI and ALPS).	50% 15	43% 13	7% 2	30
10. Close Lincoln and Jefferson. Assuming Lincoln students go back to their neighborhood school. Reboundary the Lincoln boundary into a combination of Madison, McKenny and Pioneer.	47% 14	47% 14	7% 2	30

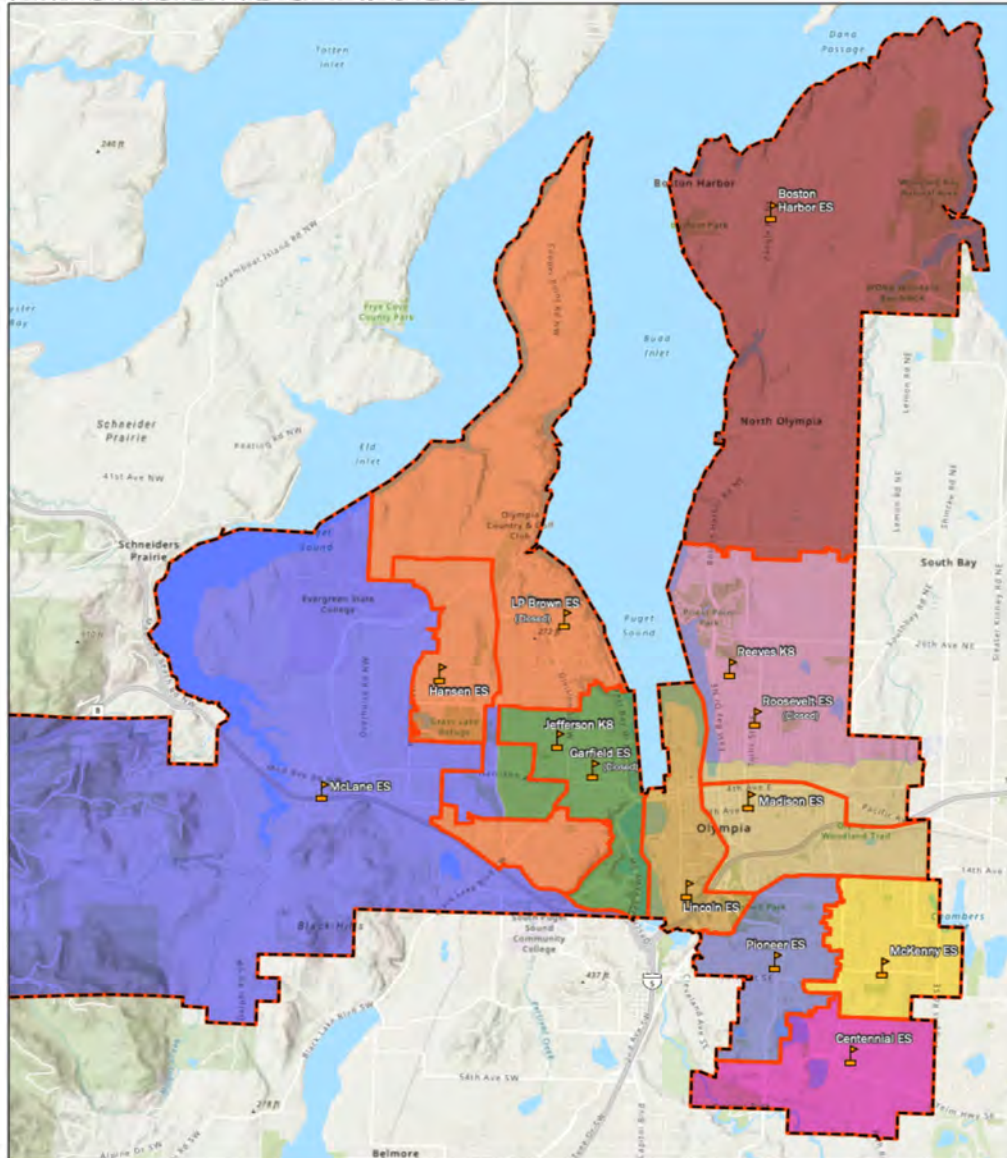
Scenario Bundle Status - Final Process

Scenario	Survived Committee Viability Poll	Rationale / Comments	Action
Scenario 1: Consultant's Eastside and Westside P-8 Grade Reconfiguration Scenario Consolidating LP Brown, Roosevelt, Garfield	Yes	Enrollments work. Concerns about building suitability at Reeves and Marshall.	Promoted to Final Poll
Scenario 1A: Split bundle 1 into East and	Yes		Promoted to Final Poll
Scenario 1A West	Yes		Promoted to Final Poll
Scenario 2: Middle Schools Convert to 5-8 Grade Reconfiguration Scenario Consolidating Boston Harbor, LP Brown, McKenny, Madison.	Yes	Committee struggled with resulting small elementary schools, Enrollment too high at Washington and would require boundary change in Lincoln, west Pioneer area	Promoted to Final Poll
Scenario 2A: Middle Schools Convert to 5-8, Consolidate Jefferson	No	Enrollment too high at Reeves, Marshall and Washington	Eliminated
Scenario 3: Middle Schools Convert to 7-8 Grade Reconfiguration Scenario Consolidating Jefferson Middle School, Reeves Middle School, LP Brown Elementary School.	Yes	Enrollment numbers work well, but require facility augmentation at Marshall	Promoted to Final Poll
Scenario 4: Simple Consolidation as Shown at Previous Meeting Consolidating Boston Harbor, LP Brown, McKenny, Jefferson.	Yes	Requires broadening McKenny consolidation to place students in Pioneer as well	Promoted to Final Poll
Scenario 4A: Previous Scenario Moving Lincoln to McKenny	No	Deemed viable but did not reduce an operating budget and moved program	Eliminated
Scenario 5: What neighborhood school enrollment would look like if options programs (Lincoln and ORLA) weren't drawing off enrollment.	Yes	Committee subsequently directed interest in this idea to the "Add Alternate" scenario	Promoted to Final Poll
Scenario 6: Grades 5-8 at Jefferson, Reeves and Marshall (Washington stays 6-8), Close Boston Harbor, LP Brown, McKenny and Madison	No	Enrollment challenges at Capacity challenges at	Eliminated
Scenario 7: Grades 7-8 at Washington, Grades 6-8 at Jefferson. Close Boston Harbor, LP Brown, Reeves and Marshall. All other elementary schools in district become P-6.	No	Concerns about differing configurations and west side enrollment	Eliminated
Scenario 8: Consolidate all Choice/Optional programs and close Lincoln, Jefferson and one other elementary school. (Closes ORLA, Avante).	Yes	Committee subsequently directed interest in this idea to the "Add Alternate" scenario	Promoted to Final Poll
Scenario 9: Eliminate all choice programs and move those students to neighborhood schools.(Lincoln, ORLA, Avanti, HAP, JAMS, CSI and ALPS).	Yes	Committee subsequently directed interest in this idea to the "Add Alternate" scenario	Promoted to Final Poll
Scenario 10: Close Lincoln and Jefferson. Assuming Lincoln students go back to their neighborhood school. Reboundary the Lincoln boundary into a combination of Madison, McKenny and Pioneer.	Yes, Tie Between Y / N		Promoted to Final Poll
Scenario 11: Boundary Optimization No Consolidation	Developed Later	Boundary changes would affect 20% of district and convert all ES and MS schools to small programs	Promoted to Final Poll
"Add Alternate" Scenario: Consolidate Specialized Large Curriculums into Two Facilities (Lincoln, ORLA, Avante)	Developed Later	Enrollments are feasible, but require moving programs	Developed at Final Meeting

Scenario 1 - P – 8 Grade Reconfiguration

FLO P-8 Forecast		2022-23	2023-24	2024-25 First Year	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	Maximum Capacity	Historical Capacity	Low Capacity w/ Portables - Incl SpEd	Seats in Portables	Adjusted Low w/ Portables
K-5	Jefferson K8	0	0	313	284	272	260	251	251	250	249	248					
6-8	Jefferson K8	448	433	245	257	251	250	228	210	194	182	187					
	jefferson Total			558	541	523	510	479	461	444	431	435	924	739	727	22.4	705
K-6	Reeves K8			331	314	297	287	283	277	274	267	267					
7-8	Reeves K8	395	398	274	259	286	277	256	244	261	284	263					
	Reeves Total			605	573	583	564	539	521	535	551	530	784	627	602	22.4	580
6-8	Marshall MS	443	496	696	723	663	662	649	630	614	589	596	812	650	625	44.8	580
6-8	Washington MS	749	748	696	680	660	686	686	673	642	626	623	1064	851	839	44.8	794
K-6	Boston Harbor ES	179	172	201	196	189	189	183	186	187	187	185	250	250	250	50	200
K-5	Centennial ES	482	448	433	418	404	375	380	377	376	377	376	725	725	695	125	570
K-5	Garfield ES	300	302	0	0	0	0	0	0	0	0	0	525	525	495	25	470
K-5	Hansen ES	456	402	562	546	548	551	547	552	543	536	527	825	825	795	175	620
K-5	Lincoln ES	270	282	296	292	288	291	271	265	264	262	258	325	325	325	0	325
K-5	LP Brown ES	317	315	0	0	0	0	0	0	0	0	0	450	450	450	25	425
K-6	Madison ES	199	208	340	350	350	363	374	391	372	369	366	300	300	300	0	300
K-5	McKenny ES	275	274	268	275	275	265	255	256	254	253	251	525	525	525	25	500
K-5	McLane ES	413	392	501	486	484	479	465	475	475	480	477	625	625	595	25	570
K-5	Pioneer ES	385	367	374	373	367	356	349	339	333	333	327	625	625	595	0	595
K-5	Roosevelt ES	386	361	0	0	0	0	0	0	0	0	0	600	600	570	0	570
K-5	ORLA	315	374	378	380	373	358	349	343	343	343	343	625	625	625	0	625
6-8	ORLA	105	125	118	116	119	130	136	136	127	121	117					
	Totals	6117	6097	6026	5949	5826	5779	5662	5605	5509	5458	5411	<i>(ORLA Capacity All Grades)</i>				

P8 Elementary Attendance Areas



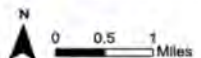
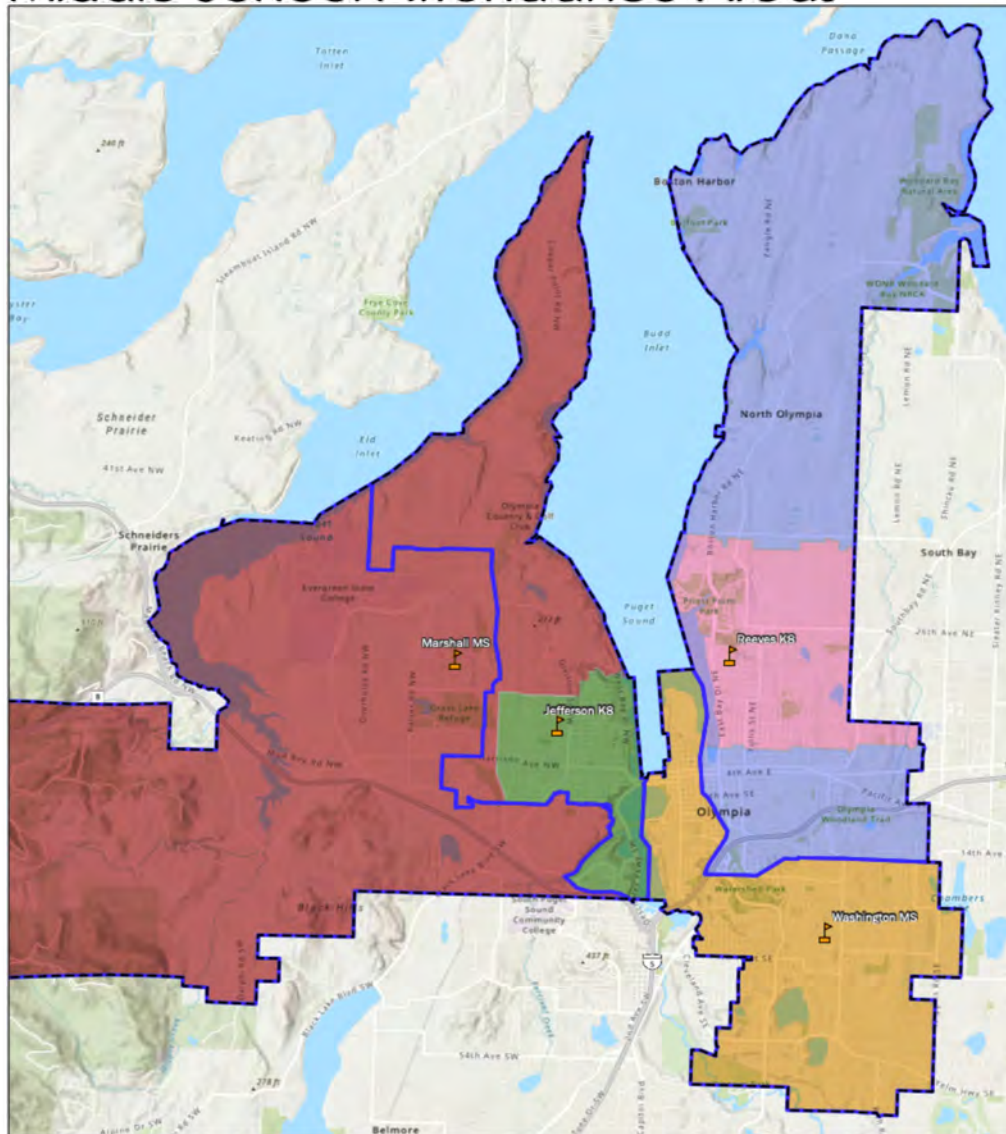
Scenario 1 – P – 8 Grade Reconfiguration ES Attendance



P8

Middle School Attendance Areas

Scenario 1 - P – 8 Grade Reconfiguration – MS Attendance



Scenario 2 – PK-4 Elementary Configuration / Grade 5-8 Middle School Configuration with Consolidation of Boston Harbor, L.P. Brown, McKenny and Madison –

- This scenario bundle reconfigured the district to a K-4 / 5-8 configuration and is feasible with a few modifications as noted in the tables.

Scenario 2 Enrollments – Elementary School

LEVEL	SCHOOL	PS	K	01	02	03	04	05	06	07	08	Total	Capacity	Seats Available
ES	CENTENNIAL ELEMENTARY	1	58	56	88	79	84					366	570	
ES	MARGARET MCKENNY ELEMENTARY	125	39	51	49	48	41					353		
	Subtotal	126	97	107	137	127	125	0	0	0	0	719		-149
ES	GARFIELD ELEMENTARY	39	44	50	54	48	57					292	470	178
ES	JULIA BUTLER HANSEN ELEMENTARY	29	51	64	70	69	78					361	620	-1
ES	L P BROWN ELEMENTARY	2	48	51	47	57	55					260		
	Subtotal	31	99	115	117	126	133	0	0	0	0	621		
ES	LINCOLN ELEMENTARY	0	45	59	40	50	48					242	325	83
ES	MCLANE ELEMENTARY	26	52	67	64	58	74					341	570	229
ES	PIONEER ELEMENTARY	3	62	56	63	63	61					308	595	105
ES	MADISON ELEMENTARY	0	52	24	31	32	43					182		
	Subtotal	3	114	80	94	95	104	0	0	0	0	490		
ES	ROOSEVELT ELEMENTARY	42	53	51	59	54	73					332	570	96
ES	BOSTON HARBOR ELEMENTARY	0	24	24	34	25	35					142		
	Subtotal	42	77	75	93	79	108	0	0	0	0	474		

Scenario 2 Enrollments – Middle School

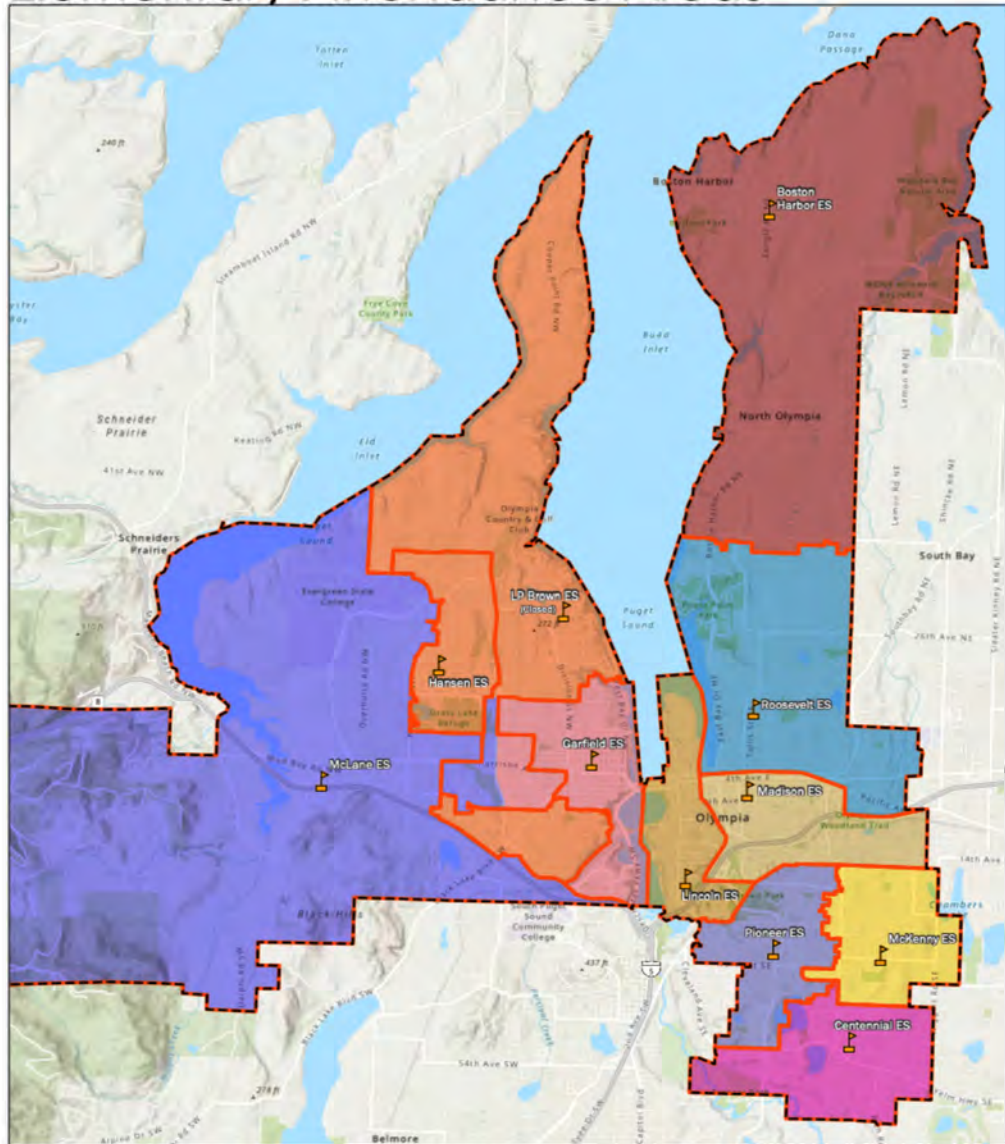
LEVEL	SCHOOL	05	06	07	08	Total	Capacity	Seats Available
MS	JEFFERSON MIDDLE SCHOOL		161	144	128	433	705	
	GARFIELD ELEMENTARY	49				49		
	L P BROWN ELEMENTARY	57				57		
	Subtotal	106	161	144	128	539		166
MS	REEVES MIDDLE SCHOOL		127	145	126	398	580	
	BOSTON HARBOR ELEMENTARY	30				30		
	MADISON ELEMENTARY	26				26		
	ROOSEVELT ELEMENTARY	71				71		
	Subtotal	127	127	145	126	525		55
MS	THURGOOD MARSHALL MIDDLESCHOOL		191	140	165	496	580	
	JULIA BUTLER HANSEN ELEMENTARY	70				70		
	MCLANE ELEMENTARY	77				77		
	Subtotal	147	191	140	165	643		-63
MS	WASHINGTON MIDDLE SCHOOL		241	239	268	748	794	
	CENTENNIAL ELEMENTARY	83				83		
	LINCOLN ELEMENTARY	40				40		
	MARGARET MCKENNY ELEMENTARY	46				46		
	PIONEER ELEMENTARY	62				62		
	Subtotal	231	241	239	268	979		-185

Scenario 3 – K-6 / 7-8

FLO 7-8 Forecast		2022-23	2023-24	2024-25 First Year	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	Maximum Capacity	Historical Capacity	Low Capacity with Portables -	Seats in Portables	Adjusted Low Capacity
K-6	Boston Harbor ES	179	172	201	196	189	189	183	186	187	187	185	250	250	250	50	200
K-6	Centennial ES	482	448	521	505	489	476	448	443	437	436	439	725	725	695	125	570
K-6	Garfield ES	300	302	357	341	318	305	291	287	286	284	284	525	525	495	25	470
K-6	Hansen ES	456	402	673	669	656	659	646	643	641	632	625	825	825	795	175	620
K-6	Lincoln ES	270	282	337	345	341	336	337	320	315	312	309	325	325	325	0	325
K-6	LP Brown ES	317	315	0	0	0	0	0	0	0	0	0	450	450	450	25	425
K-6	Madison ES	199	208	253	265	260	265	276	289	270	266	264	300	300	300	0	300
K-6	McKenny ES	275	274	315	318	326	316	305	296	299	296	296	525	525	525	25	500
K-6	McLane ES	413	392	605	589	578	578	576	567	575	576	577	625	625	595	25	570
K-6	Pioneer ES	385	367	437	440	438	432	417	415	403	401	396	625	625	595	0	595
K-6	Roosevelt ES	386	361	421	403	389	385	382	381	380	374	373	600	600	570	0	570
K-6	ORLA	315	374	419	421	419	410	397	389	385	385	385	625	625	625	0	625
													<i>(ORLA Capacity All Grades)</i>				
7-8	Jefferson MS	448	433	0	0	0	0	0	0	0	0	0	924	739	727	22.4	705
7-8	Marshall MS	443	496	645	659	626	621	589	590	547	517	522	812	650	625	44.8	580
7-8	Reeves MS	395	398	0	0	0	0	0	0	0	0	0	784	627	602	22.4	580
7-8	Washington MS	749	748	765	723	724	729	727	709	699	713	681	1064	851	839	44.8	794
7-8	ORLA	105	125	77	75	73	78	88	90	85	79	75	625	625	625	0	625
	Totals	6117	6097	6026	5949	5826	5779	5662	5605	5509	5458	5411	<i>(ORLA Capacity All Grades)</i>				

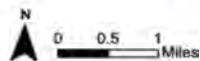
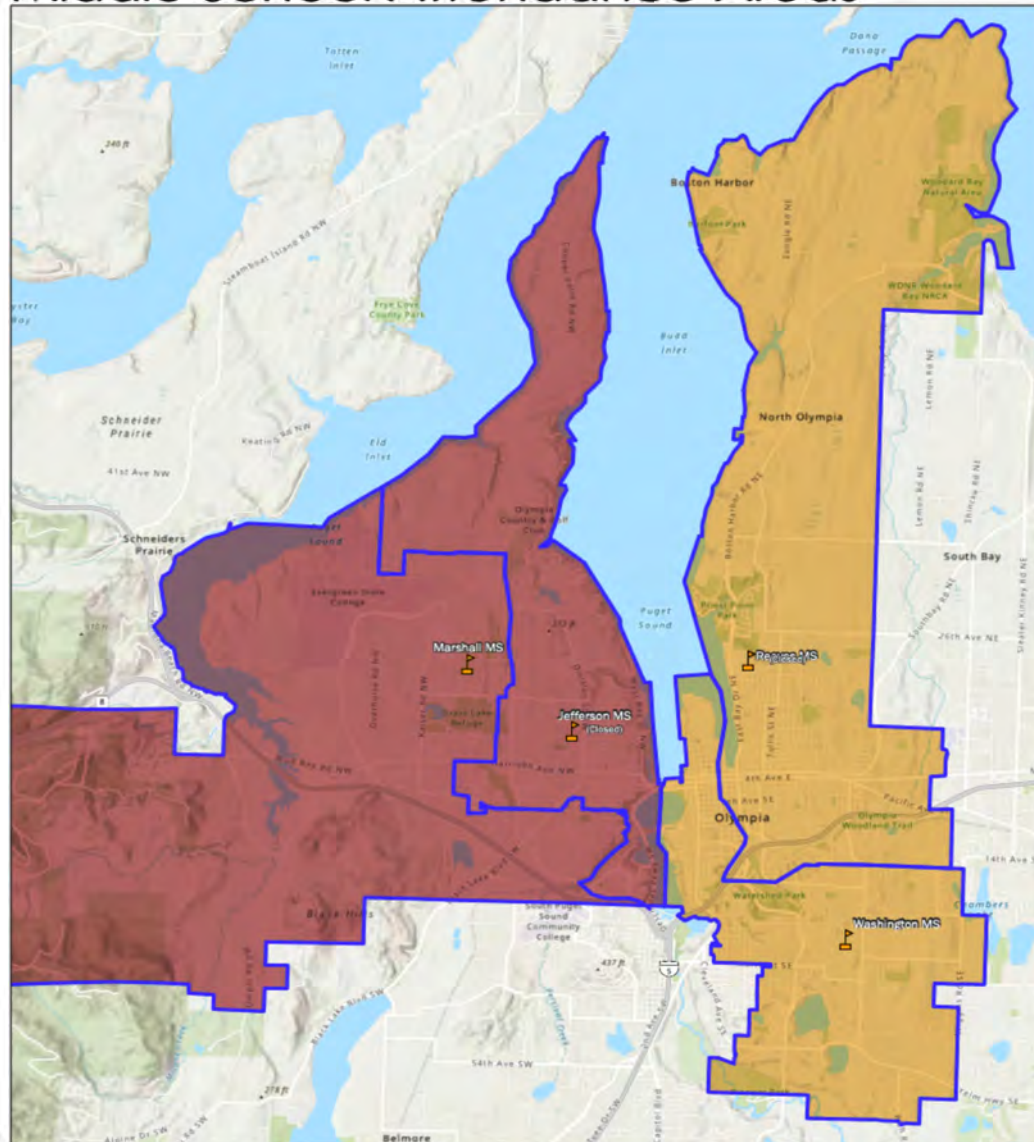
G7/8 Elementary Attendance Areas

Scenario 3 – K-6 / 7-8 Elementary School Boundaries



G7/8 Middle School Attendance Areas

Scenario 3 – K-6 / 7-8 Middle School Boundaries

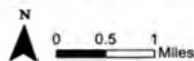
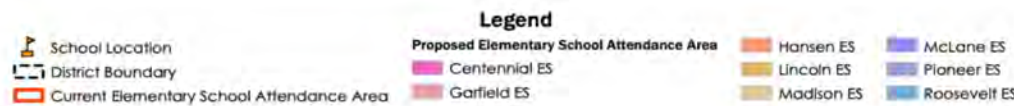
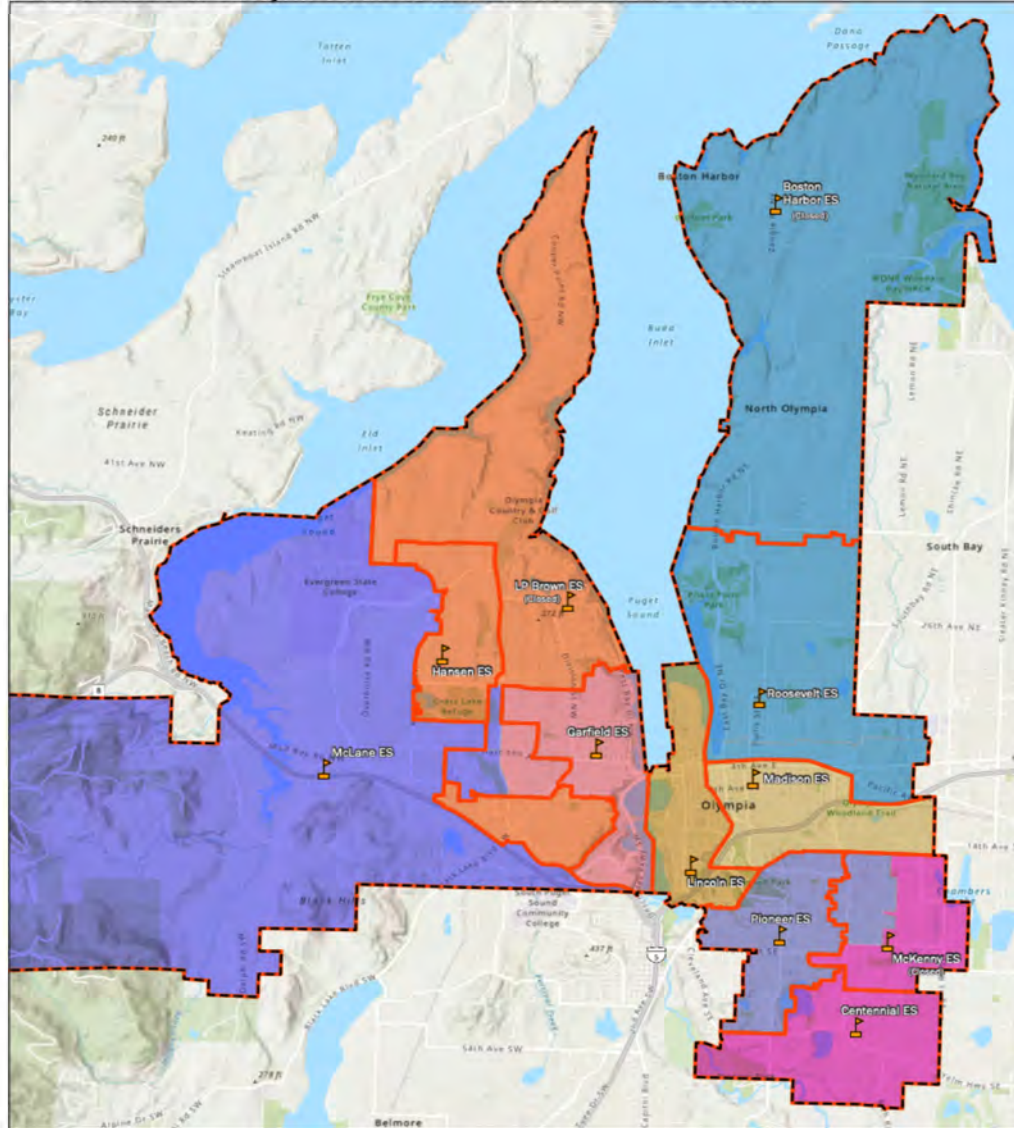


Scenario 4 – Standard Consolidation

FLO STANDARD CONSOLIDATION		2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	Maximum Capacity	Historical Capacity	Low Capacity with Portables -	Seats in Portables	Adjusted Low Capacity
K-5	Boston Harbor ES	179	172	0	0	0	0	0	0	0	0	0	250	250	250	50	200
K-5	Centennial ES	482	448	580	570	556	521	521	515	511	509	506	725	725	695	125	570
K-5	Garfield ES	300	302	304	278	266	254	245	245	244	243	242	525	525	495	25	470
K-5	Hansen ES	456	402	562	546	548	551	547	552	543	536	527	825	825	795	175	620
K-5	Lincoln ES	270	282	296	292	288	291	271	265	264	262	258	325	325	325	0	325
K-5	LP Brown ES	317	315	0	0	0	0	0	0	0	0	0	450	450	450	25	425
K-5	Madison ES	199	208	226	221	227	234	250	229	227	224	221	300	300	300	0	300
K-5	McKenny ES	275	274	0	0	0	0	0	0	0	0	0	525	525	525	25	500
K-5	McLane ES	413	392	510	492	490	485	471	481	481	486	483	625	625	595	25	570
K-5	Pioneer ES	385	367	495	496	490	475	463	457	452	454	448	625	625	595	0	595
K-5	Roosevelt ES	386	361	518	487	491	475	482	479	476	473	466	600	600	570	0	570
K-5	ORLA	315	374	378	380	373	358	349	343	343	343	343	625	625	625	0	625
													<i>(ORLA Capacity All Grades)</i>				
6-8	Jefferson MS	448	433	0	0	0	0	0	0	0	0	0	924	739	727	22.4	705
6-8	Marshall MS	443	496	749	801	742	733	681	652	632	608	617	812	650	625	44.8	580
6-8	Reeves MS	395	398	539	545	538	563	535	559	549	556	539	784	627	602	22.4	580
6-8	Washington MS	749	748	751	725	698	709	711	692	660	643	644	1064	851	839	44.8	794
6-8	ORLA	105	125	118	116	119	130	136	136	127	121	117	625	625	625	0	625
	Totals	6117	6097	6026	5949	5826	5779	5662	5605	5509	5458	5411	<i>(ORLA Capacity All Grades)</i>				

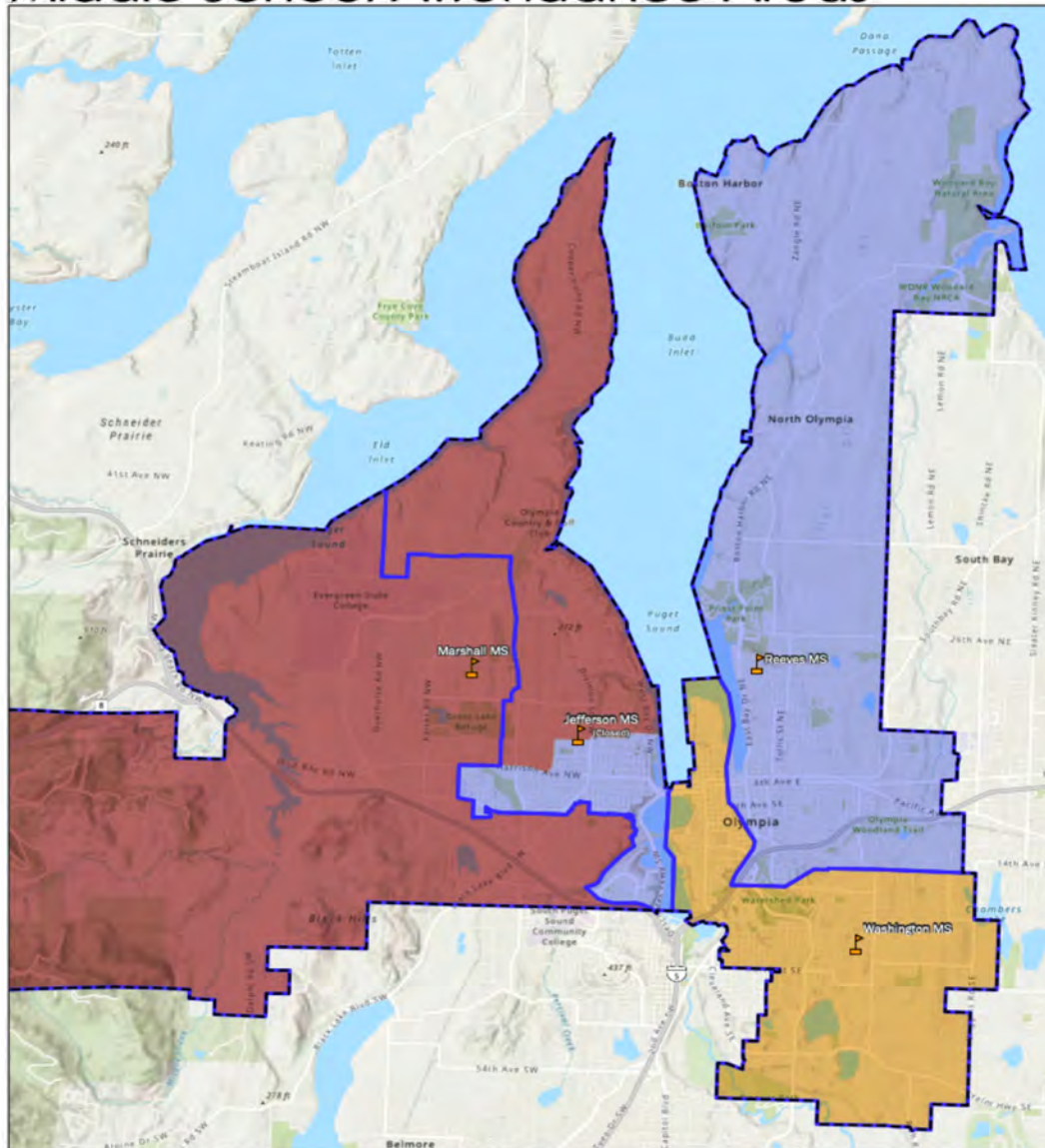
Conventional Consolidation Elementary Attendance Areas

Conventional Consolidation – Elementary Boundaries



Conventional Consolidation Middle School Attendance Areas

Conventional Consolidation – Middle School Boundaries



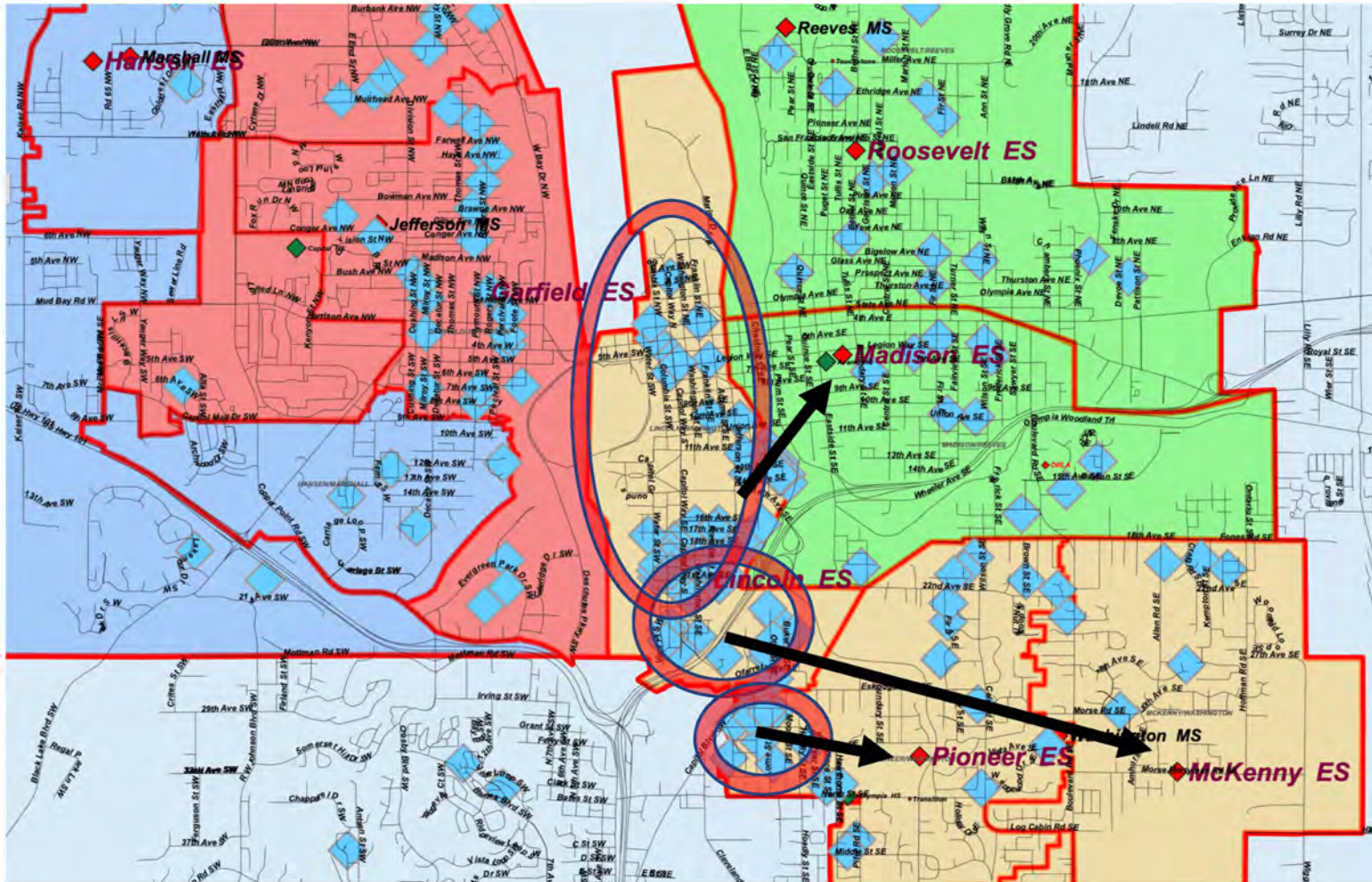
Optional Curriculum Bundles - The following three scenario bundles were eventually combined into the “add alternate” scenario.

- **Scenario Bundle 5** – ORLA / Lincoln returned to home attendance areas.
- **Scenario Bundle 8** - Consolidate all Choice/Optional programs and close Lincoln, Jefferson and one other elementary school. (Closes ORLA, Avante).
- **Scenario Bundle 9** - Eliminate all choice programs and move those students to neighborhood schools. (Lincoln, ORLA, Avanti, HAP, JAMS, CSI). Consolidate Jefferson, Lincoln and one other elementary school.

Lincoln and ORLA

Elementary Students - 10/4/23	District Schools											District Total	Out of District	Grand Total
	BOSTON HARBOR	CENTENNIAL	GARFIELD	HANSEN	LINCOLN	LP BROWN	MADISON	MCKENNY	MCLANE	PIONEER	ROOSEVELT			
BOSTON HARBOR ELEMENTARY	163					2		1		1	2	169	3	172
CENTENNIAL ELEMENTARY		408				1	9	9	2	3	2	434	14	448
GARFIELD ELEMENTARY		4	261	7	1	33	5		9	3	1	324	15	339
JULIA BUTLER HANSEN ELEMENTARY			5	360		43	3	1	10			422	7	429
L P BROWN ELEMENTARY				1		309					1	311	6	317
LINCOLN ELEMENTARY	4	25	29	12	76	14	19	9	15	31	29	263	18	281
MADISON ELEMENTARY		3	5	2	1	1	169	1	3	3	11	199	9	208
MARGARET MCKENNY ELEMENTARY	2	21	16	10	3	11	9	275	14	16	10	387	12	399
MCLANE ELEMENTARY	1	1	3	5		15	1	3	371	1		401	15	416
OLY REGIONAL LEARNING ACADEMY	4	20	25	23	6	19	35	29	22	27	34	244	131	375
PIONEER ELEMENTARY	3	4	3		20	2	5	8	2	292	5	344	26	370
ROOSEVELT ELEMENTARY	9	5	6	1	3	8	15	7	2	12	321	389	12	401
Grand Total	186	491	353	421	110	458	270	343	450	389	416	3887	268	4155
Current Enrollment	172	448	339	429	281	317	208	399	416	370	401			
Lincoln Returned	4	25	29	12	76	14	19	9	15	31	29			
ORLA Returned	4	20	25	23	6	19	35	29	22	27	34			
Total Neighborhood Sch with LES & ORLA Returned	180	493	393	464	363	350	262	437	453	428	464			
Capacity	200	570	470	645	325	425	300	500	570	595	570			
<i>Utilization</i>	<i>90%</i>	<i>86%</i>	<i>84%</i>	<i>72%</i>	<i>N/A</i>	<i>82%</i>	<i>87%</i>	<i>87%</i>	<i>79%</i>	<i>72%</i>	<i>81%</i>			

Closure and Redistribution of Lincoln into Boundary Schools



Scenario 11 - Boundary Optimization Without Closure

Boundary Optimization - Balancing All Schools to Average - Simulation

Elementary School	2023-24 Enrollment	Situation	Outcome of Boundary Optimization
Boston Harbor ES	172	Facility Too Small to Absorb Toward 450 Desired Enrollment	No Room
Centennial ES	448	Facility Currently Enrolled to Near Desired Enrollment	Increases Costs
Garfield ES	302	Room to Absorb Additional Students	Efficiency Possible
Hansen ES	402	Facility Currently Enrolled to Near Desired Enrollment	Increases Costs
Lincoln ES	282	Facility Too Small to Absorb Toward 450 Desired Enrollment	No Room
LP Brown ES	315	Room to Absorb Additional Students	Efficiency Possible
Madison ES	208	Facility Too Small to Absorb Toward 450 Desired Enrollment	No Room
McKenny ES	274	Room to Absorb Additional Students	Efficiency Possible
McLane ES	392	Facility Currently Enrolled to Near Desired Enrollment	Increases Costs
Pioneer ES	367	Room to Absorb Additional Students	Efficiency Possible
Roosevelt ES	361	Room to Absorb Additional Students	Efficiency Possible
Average	320	<i>School enrollments and average continue to decline</i>	

Middle School	2023-24 Enrollment	Situation	Outcome of Boundary Optimization
Jefferson MS	433	Room to Absorb Additional Students	Efficiency Possible
Marshall MS	496	Room to Absorb Additional Students	Efficiency Possible
Reeves MS	398	Room to Absorb Additional Students	Efficiency Possible
Washington MS	748	Facility Currently Enrolled to Near Desired Enrollment	Increases Costs
Average	519	<i>School enrollments and average continue to decline</i>	

Scenario 11 - Savings Applicability to Closure or Optimization

Savings Estimate Categories - Applicability to Closure or Optimization

Function	Savings?	
	Closure	Boundary Optimization to Adjacent Schools
Principal / Assistant Principal	Yes	No
Teaching Staff	No	No
Combination Section Teaching Staff and Inefficient Small Class Sections	Yes	Yes
Teaching Support - Librarian / Counselor	Yes	No
Health Related - Nurse / Social Worker	Yes	No
Support Staff - Office / Para / Fam Liason	Yes	No
Operations - Food Service / Custodial	Yes	No
Utilities	Yes	No

Savings Analyses – Individual School Closures

Finance Task Item	Description	Savings
1	BOSTON HARBOR TO ROOSEVELT	\$ 1,076,452
2	MADISON TO MCKENNY	\$ 1,106,350
3	MADISON TO ROOSEVELT	\$ 811,897
5	Madison to Roosevelt & McKenny	\$ 934,583
6	Madison to Roosevelt & Pioneer	\$ 1,106,574
7	LP BROWN TO HANSEN & GARFIELD	\$ 1,314,564
8	LP BROWN TO HANSEN & MCLANE	\$ 1,374,308
9A	BHES TO ROOSEVELT, MADISON TO ROOSEVELT & MCKENNY	\$ 1,509,618
9B	BHES TO ROOSEVELT, MADISON TO ROOSEVELT & PIONEER	\$ 1,591,264
11	MCKENNY TO PIONEER & CENTENNIAL	\$ 1,139,330
12	MCKENNY TO PIONEER	\$ 1,020,066
13A	JEFFERSON TO MARSHALL & REEVES	\$ 956,367
13B	JEFFERSON TO MARSHALL & REEVES & WASHINGTON	\$ 897,227
14	Lincoln - Disperse with 70% Retention	Not Estimated
15	ORLA - Disperse with 70% Retention	Not Estimated
16	Avanti - Disperse with 70% Retention	Not Estimated
Not Submitted	Boundary Optimization	Not Estimated
	Average single destination elementary consolidation (1,2,3,12)	\$ 1,003,691
	Average double destination elementary consolidation (5,6,7,8,11)	\$ 1,173,872
	Average common destination elementary consolidation (9A, 9B)	\$ 1,550,441
	Average middle school consolidation	\$ 926,797

Summary of Savings by Scenario Bundle

Linked to Bundle	Description	Authorized	Cost Item 1	Cost Item 2	Cost Item 3	Cost Item 4	Cost Item 5	Sum
1	Consultant's Eastside and Westside P-8 Grade Reconfiguration Scenario Consolidating LP Brown, Roosevelt, Garfield	Yes	\$1,374,308	\$1,003,691	\$1,003,691	\$926,797	\$926,797	\$5,235,285
1A	Split bundle 1 into East and West and component.	Yes - East		\$1,003,691		\$ 926,797		\$1,930,488
		Yes - West	\$1,374,308		\$1,003,691		\$ 926,797	\$3,304,796
2	Middle Schools Convert to 5-8 Grade Reconfiguration Scenario Consolidating Boston Harbor, LP Brown, McKenny, Madison	Yes	\$ 1,076,452	\$ 1,374,308	\$ 1,139,330	\$ 1,106,574		\$4,696,664
3	Middle Schools Convert to 7-8 Grade Reconfiguration Scenario Consolidating Jefferson Middle School, Reeves Middle School, LP Brown Elementary School	Yes	\$ 1,374,308	\$ 897,227	\$ 897,227			\$3,168,762
4	Simple Consolidation as Shown at Previous Meeting Consolidating Boston Harbor, LP Brown, McKenny, Jefferson	Yes	\$ 1,076,452	\$ 1,374,308	\$ 1,139,330	\$ 897,227		\$4,487,317
5	What neighborhood school enrollment would look like if options programs (Lincoln and ORLA) weren't drawing off enrollment.	Yes	\$ 1,173,872	\$ 926,797				\$2,100,669
8	Consolidate all Choice/Optional programs and close Lincoln, Jefferson and one other elementary school. (Closes ORLA, Avante)	Yes	\$ 1,003,691	\$ 1,003,691	\$ 926,797	\$ 1,173,872	\$ 926,797	\$5,034,848
9	Eliminate all choice programs and move those students to neighborhood schools. (Lincoln, ORLA, Avanti, HAP, JAMS, CSI and ALPS).	Yes	\$ 1,173,872	\$ 1,173,872	\$ 926,797			\$3,274,541
10	Close Lincoln and Jefferson. Assuming Lincoln students go back to their neighborhood school. Reboundary the Lincoln boundary into a combination of Madison, McKenny and Pioneer.	Yes	\$ 1,003,691	\$ 956,367				\$1,960,058
11	Boundary Optimization No Consolidation	No						\$496,000

CAC – Final Scoring

Scenario	Total Score	Ranked Preference	Operating Cost Savings
Scenario 1: Consultant's Eastside and Westside P-8 Grade Reconfiguration Scenario Consolidating LP Brown, Roosevelt, Garfield	2058	3rd Preferred	\$5,451,650
Scenario 1A: Split bundle 1 into East and	1874	4th Preferred	\$1,995,752
Scenario 1A West			\$3,455,898
Scenario 2: Middle Schools Convert to 5-8 Grade Reconfiguration Scenario Consolidating Boston Harbor, LP Brown, McKenny, Madison.	1712	7th	\$4,881,535
Scenario 3: Middle Schools Convert to 7-8 Grade Reconfiguration Scenario Consolidating Jefferson Middle School, Reeves Middle School, LP Brown Elementary School.	2184	1st Preferred	\$3,312,201
Scenario 4: Simple Consolidation as Shown at Previous Meeting Consolidating Boston Harbor, LP Brown, McKenny, Jefferson.	2152	2nd Preferred	\$4,669,774
Scenario 5: What neighborhood school enrollment would look like if options programs (Lincoln and ORLA) weren't drawing off enrollment.	1738	Fifth Preferred	\$2,205,758
Scenario 8: Consolidate all Choice/Optional programs and close Lincoln, Jefferson and oneother elementary school. (Closes ORLA, Avante).	1697	8th	\$5,222,156
Scenario 9: Eliminate all choice programs and move those students to neighborhood schools.(Lincoln, ORLA, Avanti, HAP, JAMS, CSI and ALPS).	1653	9th	\$3,436,410
Scenario 10: Close Lincoln and Jefferson. Assuming Lincoln students go back to theirneighborhood school. Reboundary the Lincoln boundary into a combination of Madison, McKenny and Pioneer.	1736	6th	\$2,044,831
Scenario 11: Boundary Optimization No Consolidation	1630	10th	\$496,000

Transportation Costs

Transportation Costs Associated with Scenarios

Option 1/Scenario 3 - 7-8 Grade Configuration - close JMS, RMS, LPBES	\$65,200
Option 2/Scenario 4 - Standard Consolidation - BHES, LPBES, MCKES, JMS - McKenny goes to Pioneer & Madison	\$123,131.00
Option 3/Scenario 1 - P-8 at Jefferson and Reeves , close LP Brown	\$55,000.00
Add Alternate - Close Lincoln, send students to ORLA (Savings)	(\$60,000)
Grand Total Potential Cost	\$183,331
Potential Additional Savings from SPED Transportation Changes	(\$120,000)
Low Range Cost	\$63,331

Moving Costs

OSD Approximate Moving Costs for Major Scenarios

K-8 Reconfiguration	Percentage Moved	Cost to Move	Adjusted Cost
LP Brown	100%	\$ 125,000	\$ 125,000
Roosevelt	100%	\$ 125,000	\$ 125,000
Garfield	100%	\$ 125,000	\$ 125,000
Total			\$ 375,000
7-8 Reconfiguration			
Jefferson	100%	\$ 125,000	\$ 125,000
Reeves	100%	\$ 125,000	\$ 125,000
LP Brown	100%	\$ 125,000	\$ 125,000
Washington 6th (1/3)	33%	\$ 125,000	\$ 41,250
Marshall 6th (1/3)	33%	\$ 125,000	\$ 41,250
Total			\$ 457,500
Standard Consolidation			
Boston Harbor	100%	\$ 125,000	\$ 125,000
LP Brown	100%	\$ 125,000	\$ 125,000
McKenny	100%	\$ 125,000	\$ 125,000
Jefferson	100%	\$ 125,000	\$ 125,000
Total			\$ 500,000

Education Implications

- **Broad position of most educators on structures proposed (Not specific to OSD).**
- **School Consolidation** – This alternative is generally favored by instructional leadership as it does not constitute a change in delivery models and is the easiest transition.
- **P-8 Grade Reconfiguration** - P-8 Schools have become popular as a new school configuration or a conversion structure in many districts... Parents have increasingly favored the configuration for several reasons:
 - Consolidation of family siblings in a single facility for safety and convenience.
 - Reduction in size of the middle school student body into smaller K-8 subsets.
- College towns and capitol cities are less receptive to P-8 given strong interest in core subject area specialization... There is concern about the ability to offer quality elective programs in small P-8 schools... Certification and teacher prep / assignment issues are significant.
- **K-6 / 7-8 Grade Reconfiguration** - Concerns that 6th grade students will receive adequate elective programs in elementary schools.. Concerns about curricular consistency in heterogeneous systems.. Content-driven instruction concerns

Potential Music Program Changes

- **Scenario 3 – Grade 7-8 Reconfiguration**

- If the middle schools became a 7-8 grade configuration, music should not change as long as student numbers were consistent . The 6th graders would not get the middle school music programming, but would most likely be a typical elementary music class, which could be 1 class per week.

- **Scenario 4 – Standard School Consolidation**

- Programs at the middle level would not change. We would continue to do what we have been doing.

- **Scenario 1 – P-8 Grade Reconfiguration**

- This one has the highest chance of impacting music programs. Middle level grades (6-8) may or may not have music as an elective in a P-8 school. It may or may not look like elementary specials. It would depend on numbers, elective offerings, space, resources, and teacher credentials. The other middle schools (6-8) programs should not change, unless there was an equity issue.

Changes to Free and Reduced Lunch Percentages

OSD - Direct Certification and Free-and-Reduced Lunch Counts with Scenario Counts - 11/15/23

Count of CurrentWAReaso	F: DirCert DSHS Fstr	F: DirCert DSHS TANF	F: DirCert DSHSBasic	F: DirCert Migrant	F: Homeless Liaison	F: Medicaid Dir Cert	Total All Direct Certification Categories	% Direct Certification	C	Free	Null	Reduced	Total Free and Reduced	% FRL	Grand Total	Standard Consolidation - FRL	P-8 - FRL	7-8 - FRL
AVANTI HS		2	21		1	12	36	18.8%		42	136	13	55	28.8%	191	28.8%	28.8%	28.8%
BOSTON HARBOR ES			8	3		6	17	10.0%		19	144	7	26	15.3%	170	0.0%	15.3%	15.3%
CAPITAL HS		8	186	7	5	79	285	21.1%	1	319	953	80	399	29.5%	1353	29.5%	29.5%	29.5%
CENTENNIAL ES			34		1	16	51	11.3%		56	379	15	71	15.8%	450	20.0%	15.8%	15.8%
GARFIELD ES			103	1		29	133	38.9%		299	29	14	313	91.5%	342	79.0%	65.0%	79.0%
JEFFERSON MS			96	1	2	28	127	29.3%	1	195	221	17	212	48.8%	434	33.0%	65.0%	33.0%
JULIA BUTLER HANSEN ES		1	129			26	156	35.8%		198	220	18	216	49.5%	436	52.0%	49.5%	49.5%
L P BROWN ES			97		6	33	136	42.4%		248	56	17	265	82.6%	321	0.0%	0.0%	0.0%
LINCOLN ES		1	44	1		13	59	20.7%		59	207	19	78	27.4%	285	0.0%	0.0%	0.0%
MADISON ES		1	42		1	20	64	30.6%		80	114	15	95	45.5%	209	45.5%	45.5%	45.5%
MARGARET MCKENNY ES	2	2	52			19	75	18.8%		85	304	11	96	24.0%	400	0.0%	24.0%	24.0%
MCLANE ES	2	1	60			26	89	21.6%		105	285	22	127	30.8%	412	45.0%	30.8%	30.8%
ORLA	1	2	91		1	34	129	20.4%		136	465	31	167	26.4%	632	26.4%	26.4%	26.4%
OLYMPIA HS	1	4	128	1	9	88	231	12.4%	1	262	1520	81	343	18.4%	1864	18.4%	18.4%	18.4%
PIONEER ES		1	37			11	49	13.2%		58	303	10	68	18.3%	371	16.0%	18.3%	18.3%
REEVES MS			50	2	2	31	85	21.4%		98	269	31	129	32.4%	398	40.0%	26.0%	32.4%
ROOSEVELT ES		2	58	4	1	28	93	22.2%		104	287	27	131	31.3%	418	21.0%	0.0%	31.3%
THURGOOD MS	1	1	90	3	1	25	121	24.7%		140	321	29	169	34.5%	490	36.0%	33.0%	33.0%
WASHINGTON MS	1		54		7	33	95	12.7%		103	611	32	135	18.1%	746	18.1%	18.1%	18.1%
Grand Total	8	26	1380	23	37	557	2031	20.5%	3	2606	6824	489	3095	31.2%	9922			

Renovation Costs

Facility Remediation Costs to Achieve Viable P-8 Resources

Item	School	Playground (lump sum)	Covered Playshed (2,770sf \$300)	Hard Surface Play Area (8,000sf x \$50)	Fencing (lump sum)	1st Floor Mini- Building (9,528sf \$650)	Totals
1	Reeves	\$250,000	\$831,000	\$400,000	\$25,000	\$6,193,200	\$7,699,200
2	Jefferson	\$250,000	\$831,000	\$400,000	NA	NA	\$1,481,000
Total							\$9,180,200

The Operations Department was asked if any augmentation of Marshall Middle School would be necessary for it to run above its comfortable capacity for the first few years of the grade 7-8 scenario.

Staff responded that it would be best if Marshall's capacity could be augmented via the addition of six portable classrooms to address needs until enrollment declines as forecast. Used portables would be adequate for this purpose.

They are available and costs would be approximately \$1M to move them.

Additional costs to address site prep, utilities, ramps, new carpet, roof patching, paint, locks, permits, architectural and engineering approvals may be necessary.

Safety or Fire Regulation Impacts

- The Operations Department was asked if there would be any safety issues or procedural / safety or fire equipment changes associated with the scenarios proposed.
- The response was that no additional anticipated financial impacts beyond the renovation costs identified would be necessary.
- Safety, health and fire regulatory costs remain in place for all district-owned facilities regardless of occupancy.
- The Operations Department further addressed the surplus facility sale issue to add the option for the district to lease its surplus facilities as an alternative to sale.

Updated CSI and JAMS Data

- There was question regarding the data associated with student counts for the CSI and JAMS programs.
- Fresh data was provided to the consultant and Western summarized the counts and aggregated them by elementary service area.
- The resulting enrollments are smaller than the counts in the report and any potential relocation of the programs is not expected to endanger the programs or change the viability of the scenarios proposed.

CSI

CSI Program Enrollment by Service Area - November 2023

Service Area	6	7	8	Total
LP BROWN	6	4	5	15
GARFIELD	2	5	4	11
LINCOLN	1			1
BOSTON HARBOR			1	1
MCLANE	6	8	3	17
MADISON	3	1	3	7
ROOSEVELT	7	1	1	9
HANSEN	11	11	5	27
NTPS	1			1
Southside SD	1			1
Tenino SD	1			1
Tumwater SD	1			1
Total	40	30	22	92

JAMS

JAMS Program Enrollment by Service Area - November 2023

Service Area	Count
BOSTON HARBOR	14
CENTENNIAL	10
GARFIELD	1
GARFIELD	27
HANSEN	10
LINCOLN	1
LP BROWN	30
MADISON	14
MCKENNY	5
MCLANE	24
PIONEER	7
ROOSEVELT	1
ROOSEVELT	10
Total	154

Human Resources Impacts

- Western asked the OSD HR Department to comment on human resources impacts of the scenarios and address the Policy 6883 issues that may result.
- HR responded as follows: If a decision is made to consolidate schools HR will meet with union leadership to determine the following:
 - Seniority of impacted staff to be involuntarily transferred.
 - Subject to conversations and interpretations of collective bargaining agreements, WACs.
 - Consolidation may lead to reduction in the overall number of teaching and staff positions, potentially resulting in layoffs.

Other Human Resources Impacts

Scenario	Potential Impact	Challenge
<p>#1 (Scenario 3): Middle Schools Convert to 7-8 Grade Configuration – Consolidate: Jefferson Middle School, Reeves Middle School, LP Brown Elementary ES.</p>	<p>Teachers from consolidated schools may need to be assigned to teach out of endorsement areas to align with the new grade configuration or school structure,</p> <ul style="list-style-type: none"> • The out-of-endorsement assignment needs to be approved by the local school board. • The district and the teacher mutually develop a written plan of support for the teacher. • Teachers are not subject to nonrenewal or probation based on evaluations of their teaching effectiveness in the out-of-endorsement assignments. 	<ul style="list-style-type: none"> • 4-12 Certificated Teachers • Determine if seniority will impact teachers outside of the schools impacted by consolidation.
<p>#2 (Scenario 4): Standard Consolidation of Boston Harbor, LP Brown, McKenny and Jefferson.</p>	<ul style="list-style-type: none"> • Seniority - Involuntary transfers • Consolidation may lead to a reduction in the overall number of teaching and staff positions, potentially resulting in layoffs. 	<p>Determine if seniority will impact teachers outside of the schools impacted by consolidation.</p>
<p>#3 (Scenario 1): Consultant's Eastside and Westside P-8 Grade Reconfiguration: Consolidate LP Brown, Roosevelt (into the adjacent P-8), Garfield (into the adjacent P-8)</p>	<p>Teachers from consolidated schools may need to be assigned to teach out of endorsement areas to align with the new grade configuration or school structure,</p> <ul style="list-style-type: none"> • The out-of-endorsement assignment needs to be approved by the local school board. • The district and the teacher mutually develop a written plan of support for the teacher. • Teachers are not subject to nonrenewal or probation based on evaluations of their teaching effectiveness in the out-of-endorsement assignments. 	<ul style="list-style-type: none"> • 4-12 Certificated Teachers • Determine if seniority will impact teachers outside of the schools impacted by consolidation.
<p>"Add Alternate" - Additional Scenario Applicable to All: Consolidate the Large Special Curriculums (Options) into Fewer Buildings (Lincoln, ORLA, Avanti)</p>	<ul style="list-style-type: none"> • Montessori Program? • Changes in grade configurations may require teachers to undergo additional professional development to adapt to new teaching methodologies, grade-level expectations, or subject areas. 	<p>Determine if seniority will impact teachers outside of the schools impacted by consolidation.</p>

Questions