



M E M O R A N D U M

TO: Patrick Murphy, Superintendent, Olympia School District
FROM: Shannon Bingham, Western Demographics
DATE: November 30, 2023
RE: Addendum to School Facility Efficiency Report

The following paragraphs include four additional items of information that have been supplied to me by staff after the publication of the School Facility Efficiency report. Please consider these items as an addendum to my report and forward them to the Board and others as you see fit.

1. 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.
2. 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.
3. 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 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 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

4. 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.

Additional impacts and challenges as follows:

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>