



## STREAMLINE

### Goal

Consolidate processes and resources across the SAU to become a more efficient and effective school system.

# Streamline Update Amherst School District School Board

10/20/2016



## Streamline Committee Membership

Frank Brown, Amherst Citizen, Streamline Committee Chair

Mike Akillian, Amherst Citizen

Lisa Ambrosio, Finance Director, Town of Amherst

Meg Beauchamp, Director of Student Services, SAU 39

Ava Beaulieu, Amherst Citizen

Steve Coughlan, Souhegan Cooperative School Board

Amy Facey, Chair, Amherst School Board

Katie Hannan, Director of Finance, SAU 39

Chris Janson, Amherst Citizen, Past Souhegan Board Member

Maggie McCabe, Amherst Citizen

John Quinlan, Vice Chair, Mont Vernon School Board

John Schuttinger, Principal, Mont Vernon Village School

Betty Shankel, Former SAU 39 Business Administrator

Adam Steel, Business Administrator, SAU 39

Peter Warburton, Superintendent, SAU 39



## Purpose of Presentation

1. Why are we looking at streamlining
2. Review the configuration identified for consideration
3. Outline the calendar to go forward to a vote in March '17
4. Seek your comments, questions, concerns



## Environment

- School population are slowly shrinking here and across NH
- Cost and tax pressures are forcing hard choices for districts across the state
- State aid to towns is decreasing
- The current operation of our SAU and three districts structure is cumbersome and sub optimal from an education quality and cost perspective
- The size of the staff resource pool will slowly decrease and challenge districts to effectively staff and deploy personnel while maintaining the breadth and quality of the program offerings
- These challenges will continue to increase over time



# We Are Consolidating Now - Population Profiles

From NH DOE Website

## 5 Year Population Changes From 11-12 to 15-16

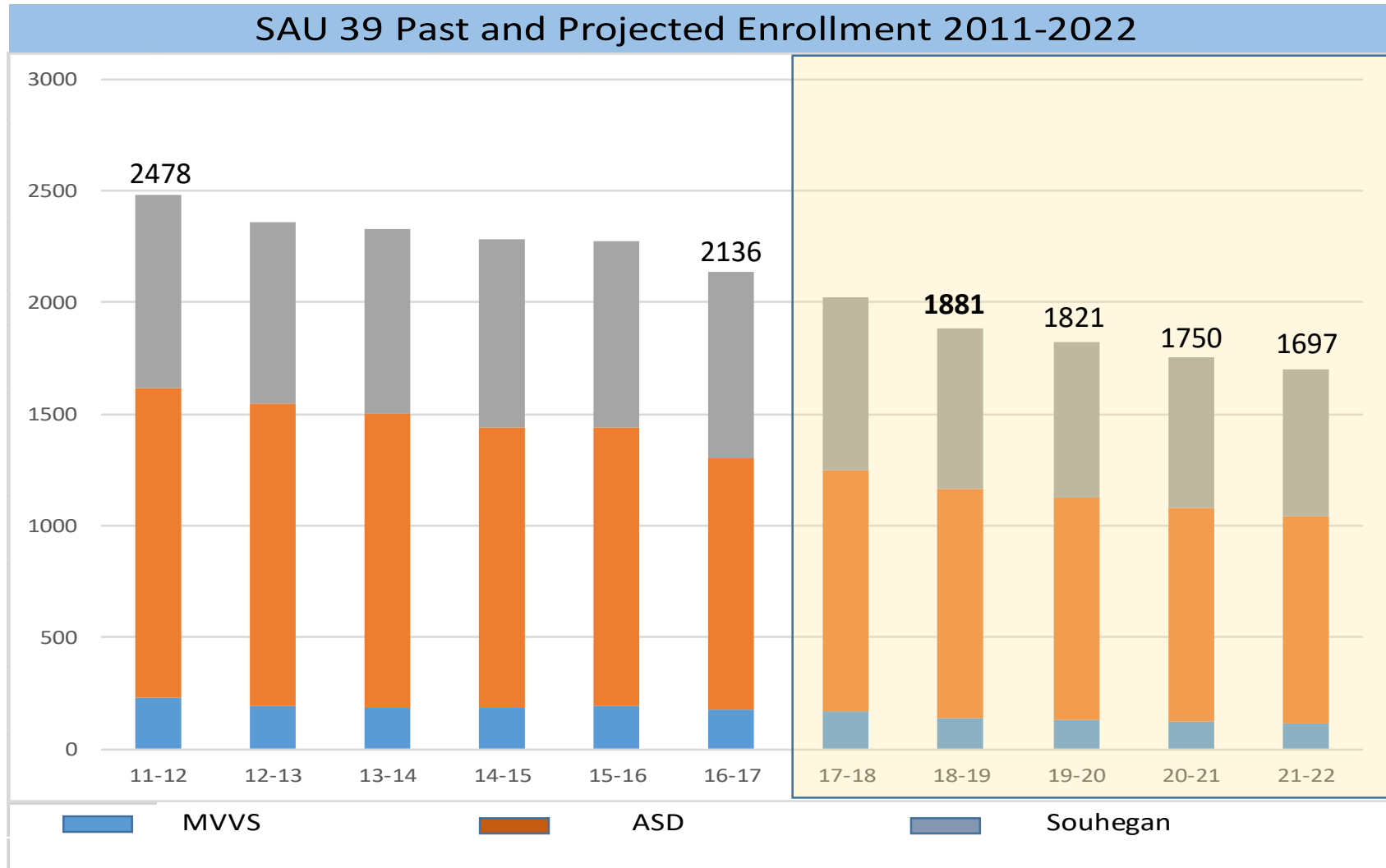
	MVVS	ASD	SCHS	State
Students	-17%	-10%	-3%	-5%
Teachers	-11%	-16%	-15%	-2%
Instructional Support	-25%	-6%	-15%	1%
All Other Support	0%	0%	-4%	3%
Total	-11%	-9%	-11%	0%

	<u>Enrollment</u>	<u>Teachers+ Support</u>
2011/12	2478	293
2015/16	2271	253
Delta	207	40

Reduction ratio of 1 instructional resource for every 5 students

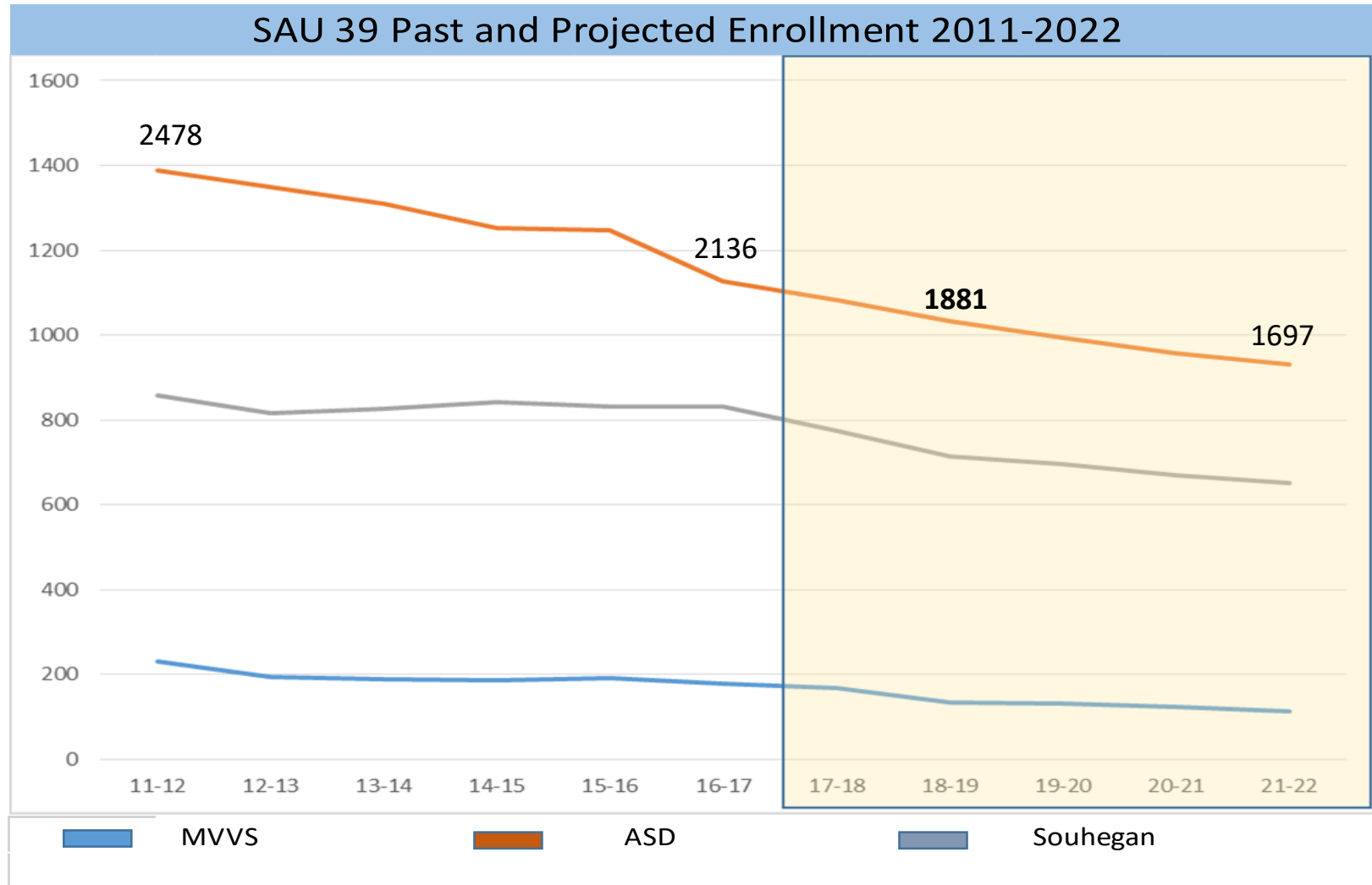


# SAU Population Past and Future: Based on Current Enrollment In the Schools





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## Impact in 2018-2019

- Impact in 2018-2019
  - Enrollment down **255** (2136 to 1881)
  - Instructional resources (teachers + support) down 50 - (if same ratio of instructional resource to student used)
- Impact in 2021-2022
  - Enrollment down **439** (2136 to 1697)
  - Instructional resources (teachers + support) down 88 - (if same ratio of instructional resource to student used)





## Status & Recommendation

Given the significant benefits associated with both the future student education experience as well as the administration and management of the resources within the SAU, the committee continues to review the SAU moving to a single school district organization model

- The single district approach was seen as offering positive benefits to the education experience by all principals due to the positive impact on the ability to more effectively:
  - Deliver a 21 century education curriculum
  - Manage through a period of shrinking resourced
  - Increased ability to manage the impacts of consolidation across all of the districts and not just one
- Ability to more easily and effectively implement the Advance and Unite elements of the SAU 39 Strategic Plan
- Leads to a immediate small reduction in costs with the potential of additional savings as the new district evolves



## Financial Impact

### Short Term – modest savings (\$300,000 to \$600,000)

- SAU Staffing – likely reduction in business office staffing due to the simplification of processes and elimination of redundant efforts: state reporting, inter-district transfers, budgeting, etc.
- Teacher Work Force – potential reduction due to ability to share personnel, improve/balance class sizing, non core resource sharing
- Buildings & Grounds - Improved resource utilization with centralization of maintenance resources
- Pre-school – Small potential saving with the ability to consolidate MV requirements into the current ASD program

### Longer term – do things differently (\$300,000 to \$1,000,000)

- Special Services Programming – significant savings potential to manage this area differently and avoid out of district tuition and transportation costs.
- Teacher Salaries & Benefits – the largest financial unknown. Likely small initial increase as MV teachers move up. Longer term unknown as a new contract for the district would be negotiated



## More Effective Education Environment

- Ability to share staff across schools when the requirement at any one school falls below full time
- Delay, eliminate the need to drop courses due to the lack of a qualified resource in one school that is available in another
- Ability for new programs where classes, other resources, are available to students at another school
- Special needs support can follow a student from school to school for continuity where needed
- Better coordination of curriculum implementation
- Better for better classroom loading - have some Amherst student attend MVVS due to proximity – neighborhood school



## Overall Calendar leading to a new district

- Oct – Dec '16 – communicate, explain the proposal to voters
- Jan-Feb '17 – proposed warrant article is part the discussion at information and deliberative sessions
- Mar 17 – vote on warrant article
- Apr '17 – Jun '18 – consolidate district planning committee appointed, in place, and starts work
- July '18 - new district becomes operational for CY18-19



## Communication Plan Outline: by Audience, by Channel

- Finalize communications calendar (Oct - Feb) by Oct 1
  - a) Test messages/Q & A , finalize; Improve messages throughout process
  - b) Identify & get commitments from spokespersons
- Build microsite. Populate with key messages. Test. Go live Nov. 1
- Launch communications Oct. 6. Monitor and respond as needed
  - a) School Boards: Oct. 6 (Souhegan), Oct. 13 (Mont Vernon), Oct. 20 (Amherst)
  - b) SAU 39 leadership & staff, schools' faculty and staff: October dates TBD
  - c) Citizens: Amherst Citizen & Amherst Today, Mont Vernon News beginning 11/1**
  - d) Streamline microsite live Nov. 1
  - e) Social Media tracking begins Nov. 1
  - f) Forums: Nov. /Dec. as scheduled**
  - g) School Board meetings Jan. 3,4,5
  - h) Jan. 3: Amherst Citizen and Amherst Today, Mont Vernon News
  - i) Public hearings: Amherst/Souhegan Jan. 11, Mont Vernon Jan. 12
  - j) Deliberative sessions: Souhegan Feb. 6, Amherst Feb.7, Mont Vernon, Feb. 8
  - k) Vote: March 14 (second Tuesday of the month)



## How does the new Consolidated District get approved

- There would be a ballot on each of the three districts asking the voters to approve the formation of the single “Amherst/Mont Vernon” District.
- If the article is not approved in all three districts, then the consolidation will not go forward.
- The article in the Amherst and Mont Vernon districts would ask for the agreement to consolidate that district into the now “Souhegan Cooperative” District
- Since the other districts are joining an existing district, the article in the Souhegan District would ask for the voters to approve amending the existing charter of the district to expand to include the grades Pre K-8 in the towns of Amherst and Mont Vernon.



# What is the structure of the consolidated district's school board, how is it elected

If the CD is approved the following steps would occur

- Since the other districts are consolidating into an existing district, it would be the responsibility of the Souhegan board to establish a Planning Committee (PC) to plan and manage the implementation of the expanded Souhegan District
- It is strongly recommended that the following elements be part of the Souhegan warrant article to directly address some major concerns of voters
  - The PC would be made up of members of the Souhegan, Amherst, and Mont Vernon boards to represent the interests of the respective communities and age groupings
  - The PC subcommittees would evolve to be formal subcommittees of the new CD board to continue to provide a forum for addressing the community's interest the various age groupings
  - Any changes too the current board size and make up would be defined
    - Election process (representation, length of term)
    - These changes would be effective for the March '18 election



# What happens to the assets and liabilities of the consolidating districts

- The assets and liabilities of these districts would be consolidated into the Souhegan District and become assets and liabilities of the Souhegan District.
- Any assets those districts that the respective town/district did not want to be transferred to the Souhegan District could be “transferred out” before the effective date of the consolidation.
- The effective date of the consolidation is being clarified
  - Date of the voter approval – March ‘17
  - Effective date of the new district going live – July ‘18
  - other





# What happens to the current teachers and contracts

- Since the CD is an expansion of the existing Souhegan District, it will have an existing labor agreement in place when the CD becomes operational.
- It is most likely that a union will move to petition to represent all teachers in the consolidated district. At this point all teachers will revert back to the terms of their previous contract until:
  - A representation vote is taken
  - A union election is approved or not.
- If the union is approved:
  - They will begin to bargain with the CD board for a new contract.
  - Until an a new agreement is in place the teachers are paid according to their previous contracts
- If the union is not approved, then the teachers can accept the existing Souhegan terms of employment



## Feedback from Souhegan Board

- Session was lively, interaction, mixed reaction
- This is a significant step, it feels like we are moving very fast
- We have afraid of losing the collaborative environment between students, staff, and administration that make Souhegan different
- Who else has done this
- The benefits as currently outlined do not appear specific and substantial enough to justify this change
- What communication have you had with other stakeholder groups?



# Feedback from Mont Vernon Board

- The session was lively, open, and challenging; general skepticism about viability
- As expected, the role of the Village School is more “complex” than that of an elementary school. It plays a large role in the overall community and the idea of giving up control of it was very uncomfortable to almost all of the board.
- As expected, there was the concern that once in a cooperative district, the town and its requests/priorities/etc. will always be in the minority and be lost in the bigger district to those of a bigger town.
- The concern was that if the time should come to close a school, the Village School would be the first on the list.
- While there was some acknowledgement of education and financial benefits of the consolidation, the return to Mont Vernon was nowhere near sufficient to overcome their concerns.
- The thought of a cooperative with ASD was raised as one providing better synergy, but not aggressively pursued as most of the same issues raised above would be present in that alternative.
- There was some belief/hope on some of the members that the downward enrollment trend would stabilize and perhaps tick back up. I would attribute this to the fact that they may be seeing the overall numbers for the first time and have to come to terms with the implications.
- John Quinlan made some comments at end that asked the board to look out into the future and the cost impacting the Mont Vernon; to think about how much longer the current way of doing things is sustainable if the trends outlined at the beginning of the presentation continue.



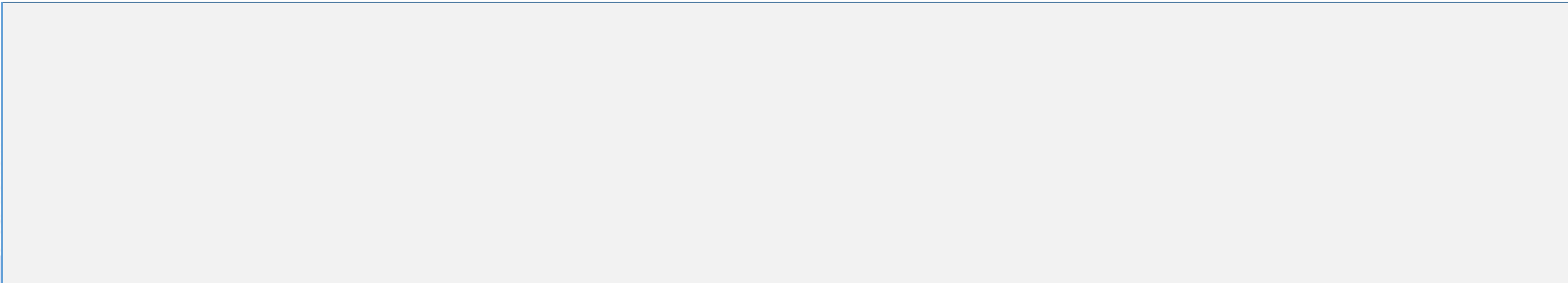
## Difficult issues to address

- Local town non school considerations
- Voting Representation
- Interest/age group representation on new school board



# Summary

- The three districts have already experience a great deal of consolidation due to declining enrollment
- The enrollment decline appears to be accelerating over the next 5 years. We are projected to lose 439 students across the SAU
- Consolidation to a single districts gives us the opportunity to improve the overall education experience and quality we provide our children while reducing cost and positioning us for the future changes
- The single district plan is consistent with and enables the implementation of the overall strategic plan being developed by the SAU, especially the Advance and Unite pillars



# Questions & comments