



ANN ARBOR PUBLIC SCHOOLS  
LEAD. CARE. INSPIRE.



# 2024-25 Proposed Comprehensive Budget Plan

Board of Education  
May 15, 2024

# Our Values

- Student achievement and well-being
- Equitable, inclusive and accessible learning experiences
- Supporting staff and instructional excellence
- Operational efficiency



# Guiding Principles

- Maintain a lens of equity on decision-making
- Minimize impact to students
- Continue initiatives with proven, positive impact on student achievement



# How We Move Forward Together

- Build on the strengths of our community
- Unite in a vision for AAPS
- Lean in on solving problems and achieving that vision together



# Commitment to Equity

- Aim to keep class sizes below maximums as is our typical practice
- As is the case right now, split classes will be kept to a minimum at Elementary, particularly at Title I schools
- Ensure continued resources for students with IEPs and 504s, Title I and English Language designations, and students needing other academic support
- Prioritize administrative support buildings with the highest student needs

# Commitment to Equity



All decisions  
have been  
made  
through the  
lens of  
equity and  
impact on  
students.

- Maintain performing arts & music options for all students
- Maintain Environmental Education program
- Maintain IB at Bryant, Pattengill, Mitchell, Scarlett and Huron
- Maintain access to tools with proven positive impact on academic outcomes like Lexia and Dreambox
- Maintain Schoology for specific levels to provide universal access to learning resources and tools like Read & Write, 24 hours a day, while maintaining high levels of data privacy
- Use grant funds to support mental health needs for all students
- Maintain athletic opportunities in secondary schools

# Budget Plan Recommendations

# PLTW: Shift into Elementary Specials Schedule

## Action:

- As requested by students, teachers, and community, we will maintain all five elective experiences for students (art, library, music, PE/health, and PLTW)
- Continue to offer Instrumental Music for 5th graders
- Shift Project Lead the Way (PLTW) to the Elementary Specials Schedule

## Impact:

- Students will still have a rich PLTW and specials experience
- Maintains contractual planning time for all teachers
- Provides for common planning time for all classroom teachers four days/week
- Consistent learning blocks for literacy, mathematics and intervention
- Reductions in FTE across special area content areas for Art, Library, Music, PE, PLTW

**Budget efficiency of \$1,200,000**



# Elementary World Language

## Action:

- Eliminate World Language at the elementary level (30 minutes, twice per week).
- Maintain five elective areas (art, library, music, PE/health, PLTW) plus instrumental music.
- World Language will be offered at IB elementary schools as it is an IB requirement.

## Impact:

- Provides World Language teachers with 1 or 2 building assignments compared to 5 or more in current model.
- Relieves pressure on hard to fill language positions district wide, several currently unfilled all year.
- Provides for common planning time for 4th/5th grade classroom teachers four days/week.
- Provides efficiency of special area scheduling and staffing.

**Budget efficiency of \$400,000**

# Band & Orchestra Co-Teacher Reduction

## Action:

- Reduce co-teachers in Band and Orchestra courses that are far below the course maximum class size limit (100) at the middle and high school levels

## Impact:

- Originally put in place for Band and Orchestra courses with high class size limits (100)
  - Co-teachers are no longer needed in some courses due to low class size

**Budget efficiency of approximately \$224,000**

# International Baccalaureate (IB): Bryant/Pattengill

## Action

- Maintain IB at Bryant/Pattengill while reducing substitute coverage costs and two IB Coordinators

## Impact

- Adjust collaboration time schedule for teachers to plan units of study
- Remain committed to Bryant/Pattengill community to focus on the whole child, as well as bolster enrollment

**Budget efficiency of \$525,000 annually**

# A2 Virtual Elementary (A2VE)

## Action:

- The program was created in response to the pandemic. The district reduced grades K-2 last year
- A2VE currently has one teacher and 8 students
- Based on lack of enrollment, we will proceed with the elimination of A2 Virtual Elementary for students in grades three through five

## Impact:

- Eliminates full time online instruction at the elementary level
- Affects 8 students

**Budget efficiency of \$150,000**

# Middle School Pools

## Action

- Close MS pools, with the exception of Mack Pool, which is operated by the city

## Impact

- Middle school swim programs would be eliminated
- Currently, MS swimming is one unit in the 6th grade PE elective, only used approximately 3 weeks of the school year during the school day
- Relieves the significant difficulty in staffing the lifeguard positions (a teacher and a lifeguard must be on deck) for us to allow students to swim
- This school year, multiple middle school pools were shut down by the county health department due to a lack of sufficient lifeguards, and other issues related to the pools
- Athletics: Synchro and Competitive Swim would be eliminated
  - Each team requires 2 people at all times: A certified Lifeguard and a trained coach

**Budget efficiency of \$520,000 per year, exclusive of any repair costs**

# Middle School Pools

## Middle School pools annual costs:

- **\$520,000** per year, exclusive of any repair costs.
- Repair costs fall under the General Fund. Only Plumbing is covered by Sinking Fund.
- To rebuild all MS pools per Counsilman-Hunsaker Pool Company, the cost is approximately **\$28 million**

### MS Athletic Offerings in Neighboring Districts (23-24 School Year)

Neighboring School District	# of Seasons	Total # of Sports
AAPS	4	17
Plymouth-Canton	7	7
Saline	3	6
Dexter/Mill Creek	3	8
Northville	3	7

# Class Size Efficiency

- There are no dramatic increases in class sizes across all levels
- Given the diverse range of social, emotional, behavioral and academic needs of our students, we aim to maintain well-balanced class sizes
- General education classes will mostly remain at or slightly above targets
- Classes at the elementary and secondary level will remain within the class maximums allowed
- Special education services will be continue to be delivered per a student's Individual Education Plan

# Elementary Class Sizes Trends

The trend district-wide is that overall for grades Y5 through 5 and at each level (Y5-5), the mean class sizes have gone down over the last nine academic years

### AAPS Mean Elementary (grade Y5-5) Class Sizes, 2015-16 through 2023-24

#### All Students



#### Grade Y5 Students



#### Grade K Students



#### Grade 1 Students



#### Grade 2 Students



#### Grade 3 Students



#### Grade 4 Students



#### Grade 5 Students





# Secondary Class Sizes Trends

The trend district-wide is that overall for grades 6-12 and at each level (6-12), the mean class sizes in both core and elective courses (though to a lesser extent in elective courses) have gone down over the last nine academic years

AAPS Mean Secondary (grade 6-12) Class Sizes, 2015-16 through 2023-24

● Core Courses ● Elective Courses

All Students



Grade 6 Students



Grade 7 Students



Grade 8 Students



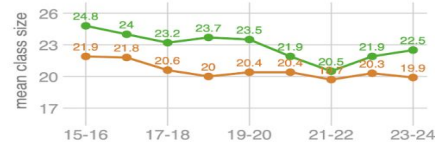
Grade 9 Students



Grade 10 Students



Grade 11 Students



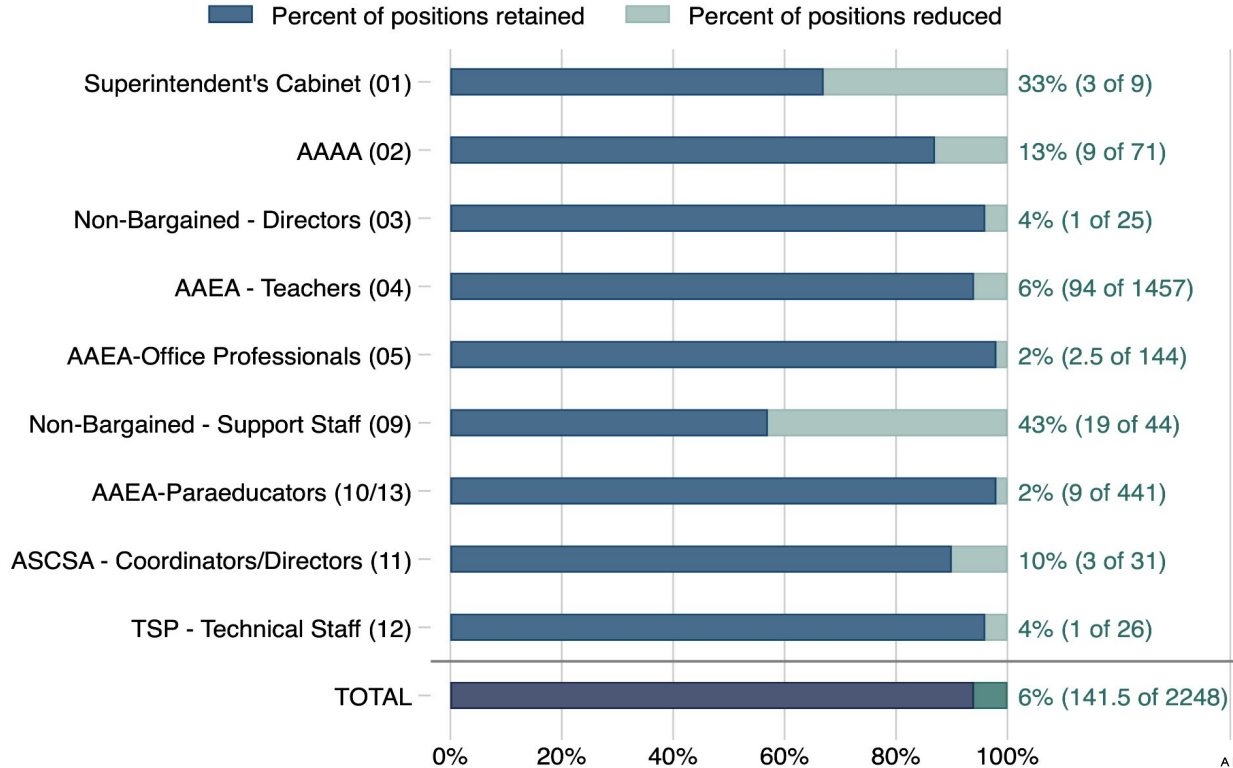
Grade 12 Students



# AAPS Staff Reductions - Approximate

Staff Type by Classification	# of Staff Reductions (Total # of Staff)	% of Reduction by Group	Budget Efficiency
Superintendent's Cabinet (01)	3 (9)	33%	\$720,680
AAAA (02)	9 (71)	13%	\$1,639,372
Non-Bargained - Directors (03)	1 (25)	4%	\$198,742
AAEA - Teachers (04)	94 (1457)	6%	\$7,820,000
AAEA-Office Professionals (05)	2.5 (144)	2%	\$204,107
Non-Bargained - Support Staff (09)	19 (44)	43%	\$2,875,156
AAEA-Paraeducators (10 & 13)	9 (441)	2%	\$610,038
ASCSA - Coordinators/Directors (11)	3 (31)	10%	\$510,789
TSP - Technical Staff (12)	1 (26)	4%	\$123,863
<b>Total</b>	<b>141.5 (2,248)</b>	<b>6%</b>	<b>\$14,702,747</b>

# FTE Reduction Comparison



# Department Reductions (Non Staff)

Reductions	Savings (in millions)
Vendor Reductions (ABM, EduStaff)	\$2,374,520
Department Reductions (ITD, Teaching & Learning, Facilities)	\$1,570,000
<b>Total</b>	<b>\$3,944,520</b>

# Retirement Savings

	Savings (in millions)
<b>Total</b>	<b>\$1,800,000</b>

# Total Reductions

Reductions	Savings (in millions)
Total	<b>\$20,447,267</b>

# Multi-Year Budget Forecasts

# Multi-Year Forecast with no reductions

	Budgeted	Projected	Projected
		No Reductions	No Reductions
	2023-24	2024-25	2025-26
Fund Balance - Start of Year	\$ 12,875,365	\$ 6,299,073	\$ (7,493,787)
Annual Revenues	\$ 314,856,095	\$ 315,364,014	\$ 320,275,536
Annual Expenses	\$ 321,432,387	\$ 329,156,874	\$ 335,964,204
Addition(Reduction) of Fund Balance	\$ (6,576,292)	\$ (13,792,860)	\$ (15,688,668)
Fund Balance - End of Year	\$ 6,299,073	\$ (7,493,787)	\$ (23,182,455)
Needed			
Fund Balance % of Revenues	2.00%	-2.38%	-7.24%
Fund Balance % of Expenses	1.96%	-2.28%	-6.90%
Michigan Early Warning %	5.00%	5.00%	5.00%
Michigan Early Warning Fund Balance Needed	15,742,805	15,768,201	16,013,777
Reductions needed to meet Early Warning	\$ (9,443,732)	\$ (23,261,988)	\$ (39,196,232)
AAPS BOE Policy Fund Balance %	6.00%	6.00%	6.00%
AAPS BOE Policy Fund Balance Needed	19,285,943	19,749,412	20,157,852
Reductions needed to meet AAPS BOE Policy	\$ (12,986,870)	\$ (27,243,199)	\$ (43,340,307)



# If No Reductions Are Made for 2024-25

- Based on financial assumptions, AAPS will be a deficit district in 2024-25 if no reductions are made
- AAPS will need to reduce its expenditures by \$23.3M to meet the Early Warning legislation minimum Fund Balance of 5% of Revenues
- AAPS will need to reduce \$27.2M of its expenditures to meet its BOE policy of a minimum Fund Balance of 6% of Expenditures
- The reductions that need to be made will be far greater every year they are delayed
- The Department of Treasury in its letter to the district stated that the district will be in deficit in 2025-26 using the 2022-23 numbers

# Multi-Year Forecast

## with reductions (\$20,447,267)

	Budgeted	Projected	Projected
	2023-24	Reductions	Reductions
	2023-24	2024-25	2025-26
Fund Balance - Start of Year	\$ 12,875,365	\$ 6,299,073	\$ 12,953,480
Annual Revenues	\$ 314,856,095	\$ 315,364,014	\$ 320,275,536
Annual Expenses	\$ 321,432,387	\$ 308,709,607	\$ 315,516,937
Addition(Reduction) of Fund Balance	\$ (6,576,292)	\$ 6,654,407	\$ 4,758,599
Fund Balance - End of Year	\$ 6,299,073	\$ 12,953,480	\$ 17,712,079
Needed			
Fund Balance % of Revenues	2.00%	4.11%	5.53%
Fund Balance % of Expenses	1.96%	4.20%	5.61%
Michigan Early Warning %	5.00%	5.00%	5.00%
Michigan Early Warning Fund Balance Needed	15,742,805	15,768,201	16,013,777
Reductions needed to meet Early Warning	\$ (9,443,732)	\$ (2,814,721)	\$ 1,698,302
AAPS BOE Policy Fund Balance %	6.00%	6.00%	6.00%
AAPS BOE Policy Fund Balance Needed	19,285,943	18,522,576	18,901,436
Reductions needed to meet AAPS BOE Policy	\$ (12,986,870)	\$ (5,569,096)	\$ (1,189,357)

# **Additional Information from Human Resources**

# Voluntary Severance Policy

- A Letter of Agreement signed between the AAEA & AAPS allowing payment into a 403b plan
- Staff needs to send notice of resignation or retirement by June 1, 2024
- The effective date of exit needs to be between June 14, 2024 - August 16, 2024
- Staff must be at least at step 11 and have at least 10 years of service with the Ann Arbor Public School District
- The District will pay the following in two installments, based on the number of staff who elect to participate in the voluntary severance:
  - 75 - 99 staff will receive \$15,000
  - 100 - 124 staff will receive \$20,000
  - 125 or more staff will receive \$25,000

# Layoff/Recall Process and Timeline

## Certified Staff (Teachers & Administrators)-Process

- Administrative Regulation 4830.R.01 Staff Reduction & Retention
  - Evaluation Effectiveness Rating, Discipline, Seniority, Certifications

## Process: All other bargained groups by contract language

- Seniority based

## Timeline for Teacher Staff

- May 20, 2024: Final list of reductions given to Human Resources
- May 21-24, 2024: Human Resources prepares list of who will be laid off
- June 1, 2024- Voluntary Separation Notices Deadline
- June 3, 2024: List provided to union (AAEA)
- June 4-5, 2024: Impacted staff receive face-to-face notification
- June 5, 2024: Notices are e-mailed/mailed to staff from HR

Notification requirement by administration regulations:

- Jun 13, 2024 AAEA

# Layoff/Recall Process and Timeline Continued

## Timeline for Administrative Staff

- May 20, 2024: List provided to union (AAAA)
- May 21, 2024: Impacted staff receive face-to-face notification
- May 22, 2024: Notice is emailed/mailed to staff from HR

Notification requirement by administrative regulation is:

- AAAA June 13, 2024

## Timeline for all other staff

- May 20, 2024: List provided to union
- May 21, 2024: Impacted staff receive face-to-face notification
- May 22, 2024: Notice is emailed/mailed to staff from HR

Notification requirement by contract:

- May 30, 2024: All other groups must be notified

# Next Steps

## Ongoing Revenue Generation:

- Explore potential sale of Balas and other properties
- Launch the Advisory Group to retain and revitalize district enrollment
- Advocate for sufficient school funding

# Questions and Discussion



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Thank you!

Board of Education  
May 15, 2024