ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

BOARD OF TRUSTEES

Special Board Meeting
December 2, 2024

Monday, December 2, 2024
NOTICE OF SPECIAL MEETING AND SPECIAL BOARD MEETING AGENDA

A member of the Board of Trustees intends to participate in this Special Board Meeting by teleconference from the following location, which shall be freely accessible to the public; Board Member Herrera-Loera, Clarion Hotel Anaheim Resort, Business Center ,616 Convention Way Anaheim, CA 92802

Type: NOTICE OF SPECIAL MEETING AND SPECIAL BOARD MEETING AGENDA
Time: 5:30 pm
Code: Special #19-24/25
Location: ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT, 2930 Gay Avenue, San Jose, CA 95127; Board Room.

In compliance with the Americans with Disabilities Act, if you need special assistance in order to participate in the public meeting of the Board of Trustees, please contact the Office of the Superintendent at (408) 928-6822. Notification is as soon as possible but not less than 2 hours before the scheduled start of the meeting to enable the District to make reasonable accommodations.

THE MEETING WILL BE AVAILABLE FOR VIEWING LIVE VIA ZOOM WEBINAR MODE AND CAN BE ACCESSED AS FOLLOWS:
Join Zoom Meeting: https://arusd-org.zoom.us/j/84174585977
Webinar ID: 841 7458 5977
Or One tap mobile:
+16699006833, 84174585977# US (San Jose)

THE MEETING MAY ALSO BE VIEWED THROUGH LIVE STREAM AS FOLLOWS:
1. Live stream Youtube English Channel "AlumRock TV"
https://www.arusd.org/alumrocktv

*********PUBLIC COMMENT WILL BE ONLY IN PERSON: NO PUBLIC COMMENT WILL BE AVAILABLE THROUGH ZOOM*********

LAND ACKNOWLEDGMENT- Board of Trustees of the Alum Rock Union Elementary School District does hereby acknowledge that the District schools and facilities sit on the traditional lands of the Muwekma Ohlone people, and the Board of Trustees further acknowledges with respect to the Muwekma Ohlone People Tribe of the San Francisco Bay Area for their stewardship of these lands.

Members of the public shall have an opportunity to address the Board of Trustees on the agenda items identified below. (Government Code Section 54954.3)

1. OPEN SESSION - CALL TO ORDER AND ROLL CALL

1.01 CALL TO ORDER/ ROLL CALL/PLEDGE OF ALLEGIANCE -- PRESIDENT LINDA CHAVEZ.

2. SUPERINTENDENT/BOARD BUSINESS--BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

2.01 Consideration and Approval of Superintendent's Revised Recommendation Re: School Closures and Consolidations; Approve Resolution 24-25/26 Re: School Closures and Consolidation.

2.02 Approve Exhibit 9250, Second Reading -Remuneration, Reimbursement and Other Benefits.

3. BUSINESS--BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

3.01 Info/Action: Fiscal Stabilization Plan.

4. ADJOURNMENT

4.01 President adjourns the meeting.

2.01

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue
San José, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION – BOARD OF EDUCATION

To the Board of Trustees:

SUBJECT: Consideration and Approval of Superintendent's Revised Recommendation Re: School Closures and Consolidations; Approve Resolution 24-25/26 Re: School Closures and Consolidation.

RECOMMENDATION: The administration recommends Consideration and Approval of Superintendent's Revised Recommendation Re: School Closures and Consolidations; Approve Resolution 24-25/26 Re: School Closures and Consolidation.

Approval

Submitted by: German Cerda Title: Superintendent

To the Board of Trustees: Meeting: December 2, 2024
Special Board Meeting

Approval

2.01

Agenda Placement

German Cerda, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

ALUM ROCK SCHOOL DISTRICT
SCHOOL CONSOLIDATION PROCESS

Presentation to the Board of Trustees

December 2, 2024

HISTORY

- Alum Rock School District faced with a $20,000,000 deficit
- One time funds for 2024-2025 and 2025-2026
- Fiscal Crisis and Management Assistance Team (FCMAT)
- Fiscal Advisor
- SCCOE required plan to how budget would be balanced
- Board approval of the need for a process to close up to nine schools

DESIRED OUTCOMES

Create a process that will:

advance the possible school closure process in a way that maintains the positive aspects of the district culture allowing:

- **for community input ,**
- **a smoother staff execution plan,**
- **maintaining positive community relations.**



THE CONTEXT

School Consolidation/Closure is a budgetary, psychological and political process

Budget

- **The decision to close schools is necessitated by budget concerns.**
- **Alternatives are clearly delineated**
  - **Cut beloved programs**
  - **Reduce employee compensation opportunities**
  - **Raise revenue e.g. parcel tax**
  - **Insolvency**
    - **County takes over district and appoints a district administrator with sole authority to balance the budget**



THE CONTEXT

Psychological

- School closure is a painful and emotional experience.
- Closing a school means that something important is ending for those that have an attachment to the school. They are experiencing a sense of loss.
- **This loss is real and people will react to the loss differently.**



THE CONTEXT

Political

- A school district is both an educational institution and also a political one.





ASSUMPTIONS

- Board of Trustees to make final decision
- Stakeholder committee makes informed recommendation to the Superintendent
- Superintendent makes the final recommendation to the Board
- No one wants to consolidate schools

SCHOOL CONSOLIDATION COMMITTEE

- **Purpose**: *representative task force of stakeholder groups potentially impacted by school closures.*
  - **Composition:**
    - **Parent from each school**
      - **Must reside within district boundaries**
    - **Key Community Groups**
    - **Management Team**
    - **Executive Cabinet (non voting, resource)**
    - **Superintendent (non voting, fall back)**
    - **Marketing Consultant (non voting)**
    - **Facilitators (non voting)**

COMMITTEE ACKNOWLEDGMENT

- Significant Time Commitment
- Interests of Entire District
- Psychological and Emotional Toll



ADMINISTRATION ROLE

Role of Administration

- **The administration role is to execute the policies as passed by the Board of Trustees.**
- **Provide facilitation and support for the School Consolidation Process and provide the necessary information for the Committee to make an informed recommendation.**
- **Superintendent will make a recommendation to the Board of Trustees**

SUPERINTENDENT'S CHARGE

- **Because of a dramatic decline in student enrolment, the Alum Rock School District faces a significant projected budget deficit of approximately $20,000,000. We are required to balance the budget or risk the possibility of a district takeover.**
- ***To address this challenge, our Board has authorized a School Consolidation Committee to recommend up to 9 schools for closure.***
- **Your charge as a committee is to provide the superintendent with up to 9 schools to consider for closure for the 2025-2026 school year.**
- ***While this is a challenge for you and the district, we have an opportunity to reimagine a new Alum Rock School District , smaller and leaner with increased resources for our students.***
- **Thank you for your service to the Alum Rock School District**

FACILITATORS

Manny Barbara, Facilitator

Michael Sato, Facilitator



Heather McGowan, Marketing Consultant

MEETINGS AND AGENDA ITEMS

- September 18 (Wednesday) - Norms, **Budget** Presentation: the "WHY".
- September 24 (Tuesday) – **Demographic Information/Facilities**
- September 25 (Wednesday) - **Programs information/Human Resources**
- October 2 (Wednesday)- **Criteria development**
- October 8 (Tuesday)- **Prioritization**
- October 9 (Wednesday) **Prioritization**
- October 16 (Wednesday) **Prioritization**, extra meeting
- October 30 - (Wednesday) **Committee Recommendation**
- November 14 (Thursday) - **Public Hearing (Board Meeting)**
- November 21 (Thursday) - **Board Information (Board Meeting)**
- December 2 (Monday) - **Board Action (Board Meeting)**

At 5:30PM

*All Meetings will be held in the District Boardroom

CHALLENGES

- **Size of Committee**
- **Number of Schools Considered**
- **Lack of a "Runway"**
- **Timeline**



PROCESS

- **Receive information**
- **Questions**
- **Discussion**
- **Prioritization**
- **Agreement**



CRITERIA

- Close to Charter *
- Neighboring School
- Capacity*
- Maintenance cost *
- Enrollment
- Transportation
- Special Education Facilities*
- Special Programs*
- Community Grant



COMMUNICATION

- **Information presented to the Committee was made available to the community after each meeting**
- **Parent Square**
- **Superintendent Town Hall meetings**
  - **School**
  - **District**



PRIORITIZATION

- **Committee reached consensus on six schools**
- **Could not reach consensus on final three schools**
- **Two different scenarios**
- **Fallback to Superintendent**



POST COMMITTEE

School Community Meetings

- **Recommendation made to the superintendent**
- **Accept the recommendation or modify**

- **Community meetings held to allow community input to the recommendation by the superintendent**
  - **Open to Community**
  - **Present rationale**
  - **Allow for community input**



SUPERINTENDENT RECOMMENDATION TO THE BOARD

Superintendent considered recommendations from the School Consolidation Committee to include:

- ***the rationale and framing of the recommendation as to why it is essential***

- ***how it will benefit the district and students in the future.***

POST COMMITTEE

- **Board of Trustees: Public Hearing**
  - **November 14**
- **Board of Trustees: Information**
  - **November 21**
- **Board of Trustees : Action**
  - **December 2**



POST BOARD APPROVAL

Should the Board decide to accept the superintendent recommendation, the work continues to address the transition issues involved in consolidating schools.

- Students
- Parent groups
- Staff
- Facilities
- Instructional materials
- Closure



QUESTIONS?



Superintendent's School Closure, Consolidation, and Redesigning of Schools Recommendation to the Board of Trustees
November 14, 2024
November 21, 2024

	CLOSE	Current Enrollment	Immediate Savings	*FRPM %	Enrollment trends	Reason	MOVE STUDENTS TO				25/26 School and Enrollment	Net Capacity	Net Class rooms
	ELEMENTARY TK - 8						School #1	Current Enrollment	School #2	Current Enrollment	ELEMENTARY TK - 8		
1	Cassell	(283)	$932,000	86%	298 (2023) 283 (2024) 296 (2025)	1. Immediate savings in personnel and utilities 2. Deferred maintenance $7.7 million 3. Neighboring elementary school 4. Low enrollment	Dorsa	(288)	Ryan (alternate option)		**Dorsa** (571)	684	28
2	Aptitud (Committee Consensus)	(383) Elem 230 MS 153	$1.1 million	90%	482 (2023) 455 (2024) 416 (2025)	1. Immediate savings in personnel and utilities 2. Deferred maintenance $8.2 million 3. Limited capacity for growth	Ryan	(246)	Mathson	(311)	**Ryan** (476) **RAM** (464)	570 1,105	23 37
3	Meyer (Committee Consensus)	(248)	$902,000	86%	313 (2023) 310 (2024) 266 (2025)	1. Immediate savings in personnel and utilities 2. Deferred maintenance $7.5 million 3. Low enrollment 4. Low utilization 5. 92 students already transferred to other	Hubbard	(428)			**Hubbard** (676)	1,001	37

Superintendent's School Closure, Consolidation, and Redesigning of Schools Recommendation to the Board of Trustees
November 14, 2024
November 21, 2024

						ARUSD schools							
4	Cureton (Committee Consensus)	(254)	$856,000	82%	283 (2023) 284 (2024) 260 (2025)	1. Immediate savings in personnel and utilities 2. Deferred maintenance $8.3 million 3. $600,000 immediate needs 4. 53 students already transferred to LV and 18 students have transferred to McCollam	Linda Vista	(443)			**Linda Vista** (697)	836	34
5	Lyndale	(274)	$992,000	84%	345 (2023) 317 (2024) 281 (2025)	1. Immediate savings in personnel and utilities 2. Deferred maintenance $8.5 million 3. Low enrollment 4. Limited vehicle access adds to safety concerns -adding more students would exacerbate this	Russo McEntee	(327)	Ryan *alternate option Sped Autism PK to be relocated to San Antonio (LUCHA side)	(246)	**Russo McEntee** (601)	770	34
	MIDDLE										**Middle**		
6	Renaissance @ Fischer	(349)	$1.4 million	81%	394 (2023) 397 (2024) 353 (2025)	1. Immediate savings in personnel and utilities 2. Deferred maintenance is $13.9 million 3. Bolster Ocala's enrollment 4. Protect the Renaissance model at RAM	Renaissance @ Mathson	(327) **Students wanting to continue in the Renaissance	Ocala	(381)	**Renaissance @ Mathson** (465) or Ocala	1,105 950	37 32

								Model			(678)		
7	George Middle School (Committee Consensus)	(383)	$1.3 million	80%	424 (2023) 408 (2024) 407 (2025)	1. Immediate savings in personnel and utilities 2. Deferred maintenance is $9.3 million 3. Opportunity to bolster Sheppard's enrollment to maximize facilities	-Sheppard	(455)			**Sheppard** (838)	1,750	35

CONSOLIDATE = Two schools merge to become one school. The specialized program remains intact at the new school.

	CONSOLIDATE	Current Enrollment	Immediate Savings	FRPM %	Enrollment trends	Interdistrict /Revenue generated	Reason	MOVE STUDENTS TO			25/26 School and Enrollment	Net Capacity	Net Class rooms
	ELEMENTARY TK-8							*School #1*	*School #2*	*School #3*	ELEMENTARY TK-8		
1	LUCHA (Committee Consensus)	(221)	$712,000	82%	302 (2023) 265 (2024) 233 (2025)	71 students $1.1 million	1. Immediate savings in personnel and utilities 2. Immediate savings of $712,000 3. Consolidation of LUCHA (keeps program)	San Antonio (326) *as LUCHA Program			**San Antonio** (547)	895	35

Superintendent's School Closure, Consolidation, and Redesigning of Schools Recommendation to the Board of Trustees
November 14, 2024
November 21, 2024

							4. Deferred maintenance $4.5 million						
2	**Painter (Committee Consensus)**	(361) DLI 168 students SEI 193 students	$901,000	63%	347 (2023) 347 (2024) 376 (2025)	75 students $1.1 million	1. Immediate savings in personnel and utilities 2. Consolidation of Painter (keeps program) 3. Deferred maintenance $6 million 4. Allows for growth of DLI TK through 8th	Dual Language Immersion consolidated with Sheppard (838)	Structured English Immersion go to McCollam (376)	Structured English Immersion can also go to Russo	**Sheppard** (1,006) *includes George and Painter DLI **McCollam** (569)	1750 635	62 28

Redesign = District students are moved. Cesar Chavez Early Learning Center is redesigned to serve infant - Preschool

	REDESIGN	**Immediate Savings**	***FRPM %**	**Enrollment trends**	**Reason**	**MOVE STUDENTS TO**			**25/26 School and Enrollment**	**Net Capacity**	**Net Class rooms**
	ELEMENTARY/ TK-8					*School #1*	*School #2*	*School #3*	**Elementary/ TK -8**		
1	**Chavez** (59) **(Committee Consensus)**	$500,000	92%	49 (2023) 69 (2024) 62 (2025)	1. Immediate savings in personnel and utilities 2. Low enrollment (only 58 students would be impacted) 3. Cost savings per student is $8000	San Antonio (544) *includes LUCHA Programn			**San Antonio** (603)	895	35

*FRPM: Free and Reduced Price Meal

Superintendent's School Closure, Consolidation, and Redesigning of Schools Recommendation to the Board of Trustees
November 14, 2024
November 21, 2024

Rationale for keeping RAM

	PROS	CONS	Important Information
RAM 86 % SES	-Maintains a middle school in a high need community. Ensure that the community with the greatest need has access to an MS near their home. -Access to the community resources -Mayfair Center, Somos Mayfair, Amigos de Guadalupe	-Would lose out on $1.2 million in immediate savings -$12 million in facility repairs and deferred maintenance	-Lower performing (red in ELA, red in Math) -Leaves ACE as the only MS option in the neighborhood. The closest MS is Fischer (1.4 miles) and Sheppard (2.4 miles)
RAF 81 % SES	-$1.4 million in immediate savings (more savings than RAM) -Students interested in continuing in the Renaissance Model can attend Renaissance at Mathson. Both Renaissance Principals work very closely and have alignment in the model they provide.	-14 million in facility repairs and deferred maintenance The closest MS Ocala is 1.1 miles away	Higher performing (orange-ELA, yellow-Math)

Superintendent's School Closure, Consolidation, and Redesigning of Schools Recommendation to the Board of Trustees
November 14, 2024
November 21, 2024

This plan minimizes disruption to the least amount of students as possible. RAM -resources should go where the greater need is. Between these two schools, there is more need for RAM

SCHOOLS 2025/2026		
ELEMENTARY	**K-8**	**MIDDLE**
LINDA VISTA 697	HUBBARD 676	SHEPPARD (PAINTER DLI) 1,006
MCCOLLAM 569	ADELANTE I 505	OCALA 678
RUSSO MCENTEE 601	ADELANTE II 369	RAM 465
DORSA 571		
SAN ANTONIO (LUCHA PROGRAM) 603		
RYAN 476		

Superintendent's School Closure, Consolidation, and Redesigning of Schools Recommendation to the Board of Trustees
November 14, 2024
November 21, 2024

	DON'T CLOSE	REASON	Intras	Inters
	ELEMENTARY			
1	MCCOLLAM	EXTENSIVE PLAYGROUND CONSTRUCTION COUNTY SPED	85	44
2	LINDA VISTA	LARGE CAMPUS WITH PLENTY OF ROOM FOR GROWTH	98	27
3	ADELANTE I	LARGEST K-8 HIGH INTEREST	144	173 $2.6 million REVENUE
4	HUBBARD K-8	HEAVY CHARTER INFLUENCE	94	40
5	DORSA	WILL OPERATE AS ONE OF THE ONLY ELEMENTARY SCHOOLS TO SUPPORT THE CENTER OF THE DISTRICT	38	21
6	ADELANTE II	OPPORTUNITY TO EXPAND PROGRAM IN FUTURE	141	86 $1.3 million REVENUE
7	SAN ANTONIO	NEWEST SCHOOL	51	27
	LUCHA Program	HIGH INTEREST OVER 30% OF STUDENTS COME FROM OUTSIDE THE DISTRICT	87	71 $1.1 million
8	RUSSO MCENTEE	$12 MILLION INVESTMENT IN HVAC AND OUTDOOR CLASSROOM FOR ENVIRONMENTAL STUDIES PROGRAM	32	18
9	RYAN	HEAVY CHARTER INFLUENCE	27	27
	MIDDLE			

Superintendent's School Closure, Consolidation, and Redesigning of Schools Recommendation to the Board of Trustees
November 14, 2024
November 21, 2024

10	SHEPPARD	LARGEST MIDDLE SCHOOL (NORTH SIDE OF DISTRICT)	71	42
	Painter DLI	EXPAND VIETNAMESE DUAL LANGUAGE IMMERSION PROGRAM AS PART OF SHEPPARD	27	37 $555,000 REVENUE
11	OCALA	HEAVY CHARTER INFLUENCE	68	29
12	RAM	WORKFORCE HOUSING	54	36

Alternative ARUSD School Consolidation Proposal

In recognition of declining enrollment and the exhaustion of one-time funds at the end of the 2025-26 fiscal year, the Board of Trustees of the Alum Rock Union Elementary School District understands the need to reduce expenses. To help rectify the structural deficit the district faces, it has become necessary to consolidate school sites. At the same time, as the District seeks to manage budgetary pressures, there is also the need to do so in the least disruptive manner and preserve existing amenities for educational and community uses.

Using the framework of Supt. Cerda's initial proposal, I propose an alternative that incorporates portions of the school consolidation committee's recommendations and portions of the administration's recommendations, but with changes to preserve amenities and protecting our most vulnerable students.

Schools Recommended for Consolidation (Not Closure):

1. LUCHA Academy (consolidated with San Antonio Elementary w/conditions).
   (Savings $712,000)

   -LUCHA is adjacent to San Antonio and consolidation retains program in same general location.

   -LUCHA retains CDE number and maintains administrative/staff separation and autonomy from San Antonio due to separate school culture and instructional model.

2. Painter Elementary (consolidation with Sheppard Middle w/ conditions).
   (Savings: $901,000)

   -Must retain on Painter site the Administrative/Health Office Suite, bathrooms, playground access for all Vietnamese Dual-Language elementary grades, and sufficient classrooms to accommodate all those enrolled in the Vietnamese Dual-Language Program at grades TK-2.

   -Must retain Painter CDE number and administrative/staff separation and autonomy from Sheppard Middle due to different needs at the elementary level and for Vietnamese language programs.

   -Must provide adequate separation for grades 3-5 using space in Sheppard.

   -Painter retains existing separate marquee for Vietnamese Dual-Language elementary business.

   -Standard English Program students may enroll at McCollam or Russo-McEntee. Students in English Program grades TK-1 to be offered option to enroll in Vietnamese Immersion and remain at Painter.

Schools Recommended for Closure

1. Cassell Elementary
   (Savings: $932,148)
   -Students merged to attend restructured TK-5 Aptitud (0.7 miles). Aptitud has received additional portables which can accommodate increased population and retains Wellness Center for student use.

   -Aptitud is also adjacent to Capitol Park, and would allow students access to it.

2. Cureton Elementary
   (Savings: $856,037)
   -Students merged to attend Lyndale Elementary (1 mile). Preserves Lyndale as a second VAPA school and preserves specialized facilities for special education programs.

3. Meyer Elementary
   (Savings: $902,139)
   -Students merged to attend Ryan Elementary (1.8 miles).

4. Dorsa Elementary
   (Savings: $909,265)
   -Students merged to attend restructured TK-5 Hubbard Media Arts Academy (1.1 miles).

   -Hubbard has expanded facilities and has capacity for more students.

   -Hubbard also has additional amenities such as the Verizon Innovative Lab and soccer pitch.

5. George Middle
   (Savings: $1,347,756)
   -Students have choice to attend Sheppard or Renaissance-Mathson.

   -VAPA students may choose move to Renaissance-Mathson to make use of Alum Rock Jazz Band Room.

6. Renaissance-Fischer Academy
   (Savings: $1,420,421)
   -Students merge with Renaissance- Mathson to create one united Renaissance Academy (2.1 miles).

   -Students opting not to continue with Renaissance model may choose to attend Ocala.

Schools Recommended for Redesign

1. Aptitud Academy at Goss-redesigned to TK-5
   (Savings: approximately $200,000)
   -Receives TK-5 from Cassell

   - Grades 6-8 merge with Ocala Middle (1.4 miles)

   -Preserves the existing Wellness Center and larger facilities at Aptitud.

   -Retains school access to adjacent Capitol Park.

2. Hubbard Media Arts Academy-redesigned to TK-5
   (Savings: approximately $400,000)
   -Receives TK-5 from Dorsa

   -Has capacity to receive entirety of Dorsa with existing larger facility and can preserve Piano Lab from Dorsa intact.

   -Grade 6-8 merges with Ocala Middle (1.7 miles).

3. Chavez Early Learning Center-redesigned to 0-Preschool
   (Savings: $500,619)
   -Preserves current ARUSD partnership with Kidango, with early learning staff remaining to provide site oversight for the district.

   -TK and K merge with San Antonio.

Schools Recommended for Consolidation and Relocation

1. Adelante I and Adelante II Spanish Dual-Language Academies consolidate as a single Adelante Academy and relocates to the former Renaissance-Fischer school site
   (Savings: ($1,213,302)
   -Both Adelante I and II have a common history at Adelante I site.

   -Retains TK-8 model.

   -Preserves the Verizon Lab, athletic field, locker rooms, science lab classroom, soccer Pitch, modernized music room, and larger cafeteria/stage facilities.

   -Provides improved facilities for middle grades with room for growth through recruitment as a program of choice.

-Maintains school access to adjacent Reid-Hillview Branch Library.

-Moves Adelante I (1.5 miles) and Adelante II (1.2 miles) to a site that is at the midpoint of both existing sites.

-When not in use by Adelante, the athletic field, Verizon Lab, science lab classroom, cafeteria/stage facility, and music room should be made available for use by other ARUSD schools on a reservation basis.

-If needed, TK and K classes could be temporarily located at the former Meyer Elementary for a one-year transitional period.

Guaranteed Access to Special Education at all ARUSD Schools

-Unless student's placement requires a move to another district school or out-of-district placement, all ARUSD schools sites are to provide access to special education classes for enrolled students. In addition, ARUSD reaffirms its commitment to provide for appropriate opportunities for mainstreaming at all ARUSD school sites per existing laws and the student's IEP.

Net Savings

Based on the calculations provided by the administration per school, this proposal produces an upfront savings of approximately $10,294,687. This is an additional upfront savings of approximately $608,716 from the administration's proposal while protecting special programs, amenities that are unlikely to be timely replaced in the medium-term, and ensuring quality facilities for special education.

Proposed 2025-2026 Active ARUSD Schools (Estimated enrollments based on administration's figures)

TK-5 Elementary:

1. Linda Vista (447)
2. McCollam (569)
3. Russo McEntee (328) (serving both general population as a program of choice)
4. San Antonio (329, excluding co-located LUCHA)
5. LUCHA (218, co-located at San Antonio, retains autonomy from San Antonio)
6. Lyndale (528, retains SPED Autism)
7. Aptitud (505)
8. Hubbard (571)
9. Ryan (545)
10. Painter (168, co-located with Sheppard Middle with space on Painter site for TK-2 classes, playground, bathrooms, and separate administration/health suite) (retains autonomy from Sheppard)

6-8 Middle Schools:

1. Sheppard (838, excluding co-located Painter Elementary)(retains PBL and Tech program)
2. Renaissance at Mathson (676) (take in VAPA Middle School program from George)

3. Ocala (683) (retains STEAM program)

TK-8 Spanish Dual-Immersion School:

1. Adelante Academy (876, consolidation of Adelante I and II, relocation to former Fischer site)

Early Learning Center

1. Cesar Chavez Early Learning Center (operated by Kidango, with ARUSD site supervision)

Alum Rock Union School District School Consolidation Report and Recommendations

November 14, 2024

Executive Summary

On May 21, 2024, the Alum Rock Union School District (ARUSD) Board of Trustees approved closing up to nine schools in the 2025-26 school year as a part of its Fiscal Stabilization Plan to address a $20 million budget deficit stemming from declining enrollment and the end of temporary COVID relief funds. ARUSD's efforts to reach fiscal stability are multi-pronged and include 1) reducing staffing levels across the district, 2) consolidating and closing schools to increase utilization of school facilities and programs, and 3) focusing facilities improvements on select school sites - all of which will assist in closing the budget shortfall.

Absent a viable Fiscal Stabilization Plan approved by the Board, ARUSD risks losing local control and the ability to self-govern. ARUSD is required to submit its Fiscal Stabilization Plan to the Santa Clara County Office of Education by December 16, 2024, requiring final board action on the school closures and consolidations at its December 2, 2024 meeting.

Regarding school closures and consolidations, the superintendent determined that the best way to serve all interests of the community was to develop a School Consolidation Advisory Committee with representatives from across the district with the goal of identifying consensus on recommended school closures. The committee was responsible for providing the superintendent with up to 9 schools to consider for closure for the 2025-2026 school year to aid in addressing a $20,000,000 budget deficit. On July 13th, 2024 the Board of Trustees approved the timeline for the school consolidation process.

Following a districtwide application process, 34 committee members – comprised of one parent representative from each school, school administrators, labor representatives, community partners (Kidango, Grail Family Services, SOMOS Mayfair, and Think Together), and district staff – were appointed by the superintendent and met for eight meetings from September to October 2024. To carry out its charge, the committee meetings were led by two co-facilitators and met regularly with detailed data reports and presentations on the district's budget, enrollment projections, human resources, district programs and facilities, business services, and educational services.

In order to provide transparency, ongoing communications, and opportunities for community engagement, 1) the superintendent held multiple districtwide Town Hall Meetings on October 17, October 27, October 29, and November 7th, separately holding multiple site-level presentations; 2) the district launched a School Consolidation website with consistently updated information, timelines, School Consolidation Committee agendas and summaries, frequently asked questions and informational videos; and 3) the superintendent received additional questions and community feedback via emails sent to the inform@arusd.org email address, and held informal meetings in person and by phone with parents, staff and community members throughout the process.

Superintendent's Recommendations

Informed by the work of the School Consolidation Committee, Alum Rock Union School District (ARUSD) Superintendent Germán Cerda is recommending the closure of seven schools, consolidation of two schools, and redesign of one school. These actions will enable ARUSD to provide a viable Fiscal Stabilization Plan and will concentrate resources in fewer schools to improve educational programs across the district.

Schools Recommended for Closure

School	Receiving School(s)
Aptitud Community Academy at Goss	Ryan Steam Academy (Grades TK -5) Renaissance Academy at Mathson (Grades 6-8)
Donald J. Meyer Elementary School	Hubbard Media Arts Academy
Horace Cureton Elementary School	Linda Vista Elementary School
Joseph George Middle School	Sheppard Middle School
Lyndale Elementary School	Russo / McEntee Academy Ryan STEAM Academy - Special Education Autism PK program will be transferred to San Antonio Elementary
Renaissance Academy at Fischer	Ocala STEAM Academy - Students interested in continuing the Renaissance model may transfer to Renaissance Academy at Mathson

Sylvia Cassell Elementary School	Dorsa Elementary School

Schools Recommended for Consolidation (Not Closure)

School	Consolidation School
LUCHA Academy becomes LUCHA Program at San Antonio Elementary	San Antonio Elementary School
Painter Elementary School becomes Painter DLI Program at Sheppard	Sheppard Middle School - Students in the Vietnamese Dual Language Immersion program will consolidate with Sheppard Middle School Millard McCollam Elementary - Students in the Structured English Immersion program will attend Millard McCollam Elementary

School Recommended for Redesign

School	Redesign of School & Student Reassignment
Chavez Early Learning Center	Chavez Early Learning Center (Ages 0 - Preschool Age) - Students in the Chavez Early Learning Center will continue at Chavez through the partnership with Kidango San Antonio Elementary School (Grades TK & K) - Students in Transitional Kindergarten and Kindergarten will be reassigned to San Antonio Elementary School

Additional Recommendations

In addition to the school closures and consolidations, Superintendent Germán Cerda is recommending that ARUSD also:

1. Reconfigure attendance boundaries for schools (see Appendix A - Proposed Attendance Boundary Map and Appendix B - Current Attendance Boundary Map)
2. Analyze new enrollment patterns to determine if any additional support is needed for safety.
3. For the 2025-2026 school year, families will have the option to transfer to any other school of their choice via an Intra District Transfer application, subject to school capacity.
    a. District staff will provide information to all families attending schools being closed on the School Choice transfer.
    b. District staff will contact all interdistrict families as maintaining current interdistrict students is also a priority. Students in good standing (attendance, academics, etc.) will continue to be approved with priority transfer to schools receiving students due to school consolidation. Interdistrict transfers that are based on the Allen Bill will receive higher priority.
4. Work with the City of San José and other governmental agencies to develop safe routes for students who will be attending new schools and expand information regarding safe school routes for all sites.
5. The district will provide an updated seniority list for all employee classifications, consistent with the terms of the collective bargaining agreements with each employee group. The Administration will continually work with employee bargaining units to provide updates on the school consolidation process.
6. In order to coordinate a smooth consolidation plan, staff will convene transition planning committees at the closing schools and the receiving schools, which will include all affected groups.

These decisions were guided by specific criteria to ensure thoughtful, equitable outcomes that prioritize the well-being of our students. The criteria for these recommendations included an equity analysis to assess impacts across the district, as well as a review of enrollment trends, proximity to charter schools, the condition of existing facilities, recent renovations, the presence of special programs, and total projected cost savings needed to meet fiscal requirements, which are further outlined in this report.

Table of Contents

Introduction 6
Background on Fiscal Challenges 7
Impact of COVID Relief Fund Expiration 7
Declining Enrollment Trends 8
Contributing Factors to Enrollment Decline 9
Implications for the District 9
Aging School Facilities, Maintenance, and Safety Concerns 11
Maintenance and Repair Needs 11
Seismic and Safety Concerns 13
Fiscal Stabilization Plan 13
Revenue Considerations 14
Factors Impacting ARUSD Deficit 14
Addressing Deficit and School Consolidations 15
School Consolidation Community Engagement Process 15
Committee Selection and Charge 15
Committee Charge 16
Committee Meeting Summaries 16
Communication with Broader Community 18
Evaluation Criteria for School Closure 18
Superintendent's Recommendations 20
Schools Recommended for Closure 20
Schools Recommended for Consolidation (Not Closure) 21
School Recommended for Redesign 21
Additional Recommendations 22
School-by-School Analysis of Recommendations for Closure, Consolidation, and Redesign 23
Recommended School Closures 23
Recommended Consolidations 24
Recommended Redesign 24
Rationale for Schools Recommended to Remain Open 25
Financial and Operational Impacts of School Consolidation and Closure 25
Projected Cost Savings per Closed School 26
Expected Changes in Operational Costs 26
Long-Term Financial Benefits of School Consolidation 26
Conclusion 27
Appendices 29

Introduction

On May 21, 2024, the Alum Rock Union School District (ARUSD) Board of Trustees approved closing up to nine schools in the 2025-26 school year as a part of its fiscal solution plan to address a $20 million budget deficit stemming from declining enrollment and the end of temporary COVID relief funds, and on July 13th approved the timeline for the community engagement process on the school consolidation process.

In addition to school consolidations and closures, the district is also substantially reducing staffing levels across the district to help close this budget shortfall. These recommendations ensure that the district meets fiscal solvency requirements set by the Santa Clara County Office of Education and the Fiscal Crisis and Management Assistance Team (FCMAT). The district is required to submit its Fiscal Stabilization Plan to the Santa Clara County Office of Education by December 16, 2024, requiring final board action on the school closures and consolidations at its December 2, 2024 meeting. Absent a viable Fiscal Stabilization Plan approved by the Board, ARUSD risks losing local control and the ability to self-govern.

The superintendent determined that the best way to serve all interests of the community was to develop a School Consolidation Advisory Committee with representatives from across the district with the goal of creating consensus on recommendations. Following a districtwide application process, 34 committee members – comprised of one parent representative from each school, school administrators, labor representatives, community partners (Kidango, Grail Family Services, SOMOS Mayfair, and Think Together), and district staff – were appointed by the superintendent and met for eight meetings from September to October 2024.

At its first meeting, the committee was presented with the following as their charge:

- Because of a dramatic decline in student enrollment, the Alum Rock School District faces a significant projected budget deficit of approximately $20,000,000.
- We are required to balance the budget or risk the possibility of a district takeover. To address this challenge, our Board has authorized a School Consolidation Committee to recommend up to 9 schools for closure.
- The committee's charge is to provide the superintendent with up to 9 schools to consider for closure for the 2025-2026 school year.
- While this is a challenge for you and the district, we have an opportunity to reimagine a new Alum Rock School District, smaller and leaner with increased resources for our students.

To carry out its charge, the committee meetings were led by two co-facilitators who convened the committee. The committee received presentations and detailed data reports on the district's budget, enrollment projections, human resources, district programs and facilities, business

services, and educational services. All of these to aid in developing a recommendation to the superintendent with the names of schools to be closed and actions to help the district deal with significant decline in students, increasing costs, and other financial demands.

In order to provide transparency, ongoing communications, and opportunities for community engagement, 1) the superintendent held multiple districtwide Town Hall Meetings on October 17, October 27, October 29, and November 7th, separately holding multiple site-level presentations; 2) the district launched a School Consolidation website with consistently updated information, timelines, School Consolidation Committee agendas and summaries, frequently asked questions and informational videos; and 3) the superintendent received additional questions and community feedback via emails sent to the inform@arusd.org email address, and held informal meetings in person and by phone with parents, staff and community members throughout the process.

Background on Fiscal Challenges

ARUSD faces a substantial fiscal challenge that necessitates immediate stabilization efforts due to declining enrollment, the conclusion of COVID relief funding, and limited state budget support. Below is a detailed explanation of the district's fiscal stabilization needs, historical enrollment trends, and the specific impacts of these fiscal challenges.

Impact of COVID Relief Fund Expiration

Temporary one-time COVID relief funds provided by federal and state sources were instrumental in maintaining financial health during recent years. With the expiration of these relief funds by 2023-24, the district is no longer able to sustain operations at pre-pandemic levels without significant changes.

One-time COVID funds allowed the district to:

- Maintain staff positions and postpone necessary consolidations.
- Support increased operating costs incurred during the pandemic.
- Stabilize budget deficits without immediate reductions to student programs or services.

Compounding the issue, California's fiscal challenges led to a drastic reduction in the 2024-25 COLA (cost-of-living adjustment), reducing the amount of anticipated state funding for the district. In response, the district has enacted a comprehensive Budget Solution Plan, addressing both immediate and long-term needs.

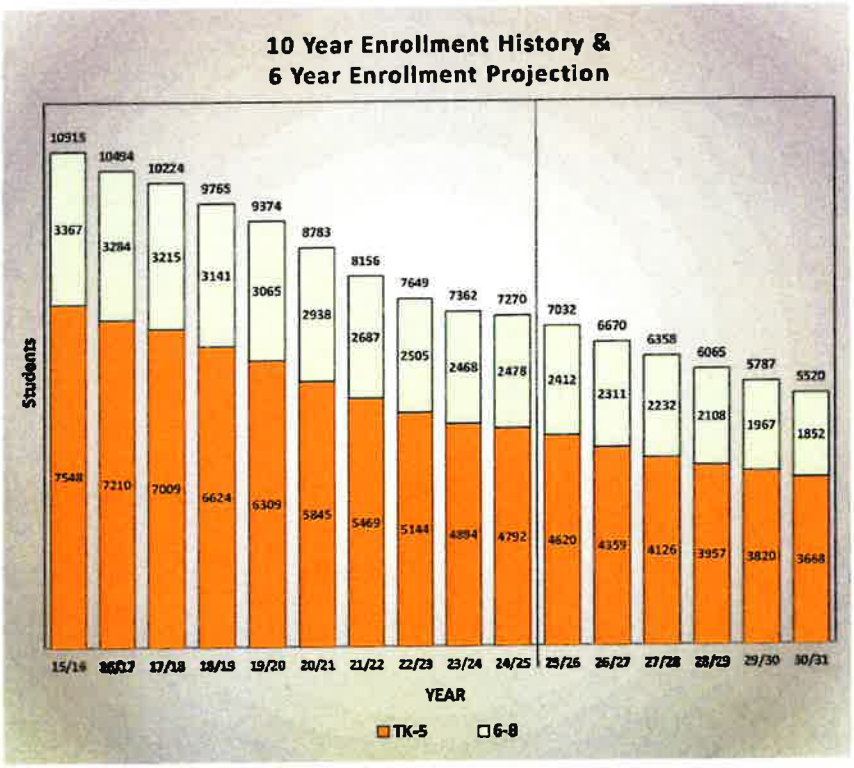
Declining Enrollment Trends

Alum Rock Union Elementary School District has seen a sharp decline in enrollment, decreasing from 10,915 students in the 2015-16 school year to 7,270 students in 2024-25, marking a nearly 34% drop. This trend is expected to continue, with projections showing an additional 24% decrease over the next six years, reducing the student population to approximately 5,520 by the 2030-31 school year. For the 2025-26 school year alone, the district anticipates a decline of around 238 students, or 3.27%, though the expanded Transitional Kindergarten (TK) program is expected to add around 49 new TK students that year.

Despite the reduced student population, the district has continued to operate a similar number of schools as it did nearly a decade ago. This has led to underutilization of school sites and student resources that have been spread thin - placing additional financial strain on the district. Currently, ARUSD funds personnel and operational costs through an excessive reliance on reserves and temporary funding.

In response to these ongoing declines, the district has recognized the need to consolidate schools to reduce costs and reallocate resources more effectively to serve remaining students

Table: 10-Year Enrollment History & 6-Year Enrollment Projection (Source: September 2024, SchoolWorks, Inc.)



Contributing Factors to Enrollment Decline

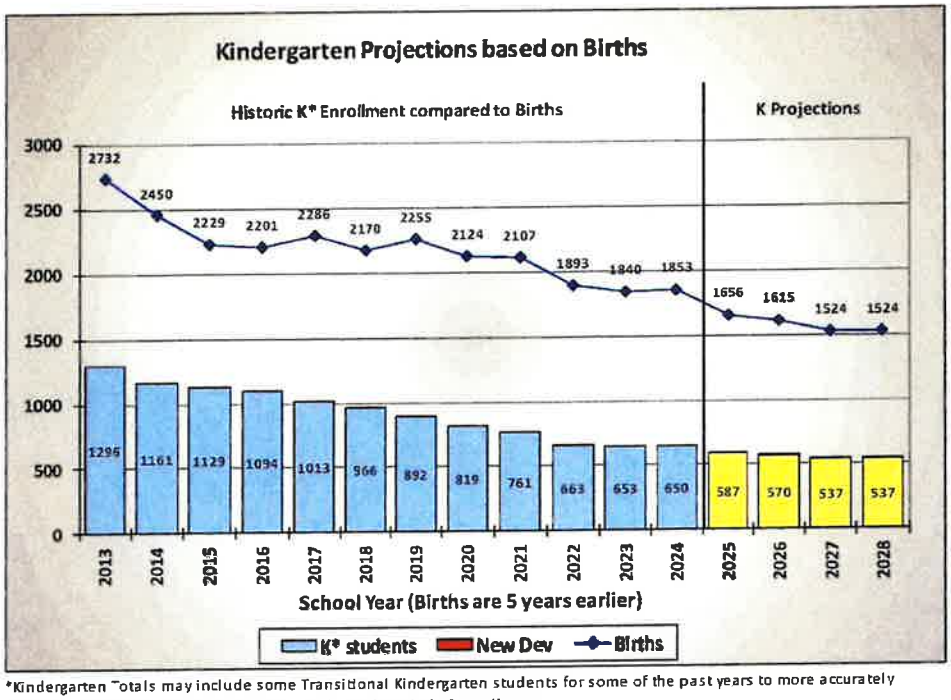
Several key factors contribute to this ongoing decline:

- Housing Costs: Rising housing costs in the district's area have made it increasingly difficult for families to afford to live within the boundaries. This shift reduces the number of school-age children in the area.
- Demographic Shifts: The district has observed a sharp decline in birth rates, with annual births decreasing from an average of about 2,178 between 2008 and 2019 to between 1,524 and 1,656 over the past four years. This reduction in local births directly impacts future kindergarten enrollment, leading to fewer students entering the school system.
- Limited Impact of New Housing Developments: Although there are plans to develop 311 new housing units within the district boundaries over the next six years, these units are expected to yield only 73 new students, which is not enough to offset the broader enrollment decline. Additionally, the district's student yield rate—reflecting the number of students generated per housing unit—is lower than the state average, further limiting the potential impact of new residential developments on enrollment growth.

Implications for the District

The sharp decline in enrollment poses significant challenges for the district in terms of infrastructure and resource allocation. With a net classroom capacity for 16,776 students but a projected enrollment of only 5,520 students by 2030-31, the district's utilization rate will decrease substantially, from the current 43.3% to just 32.9% over the next six years. This low utilization emphasizes the need for school consolidations and strategic resource management to align operational costs with the reduced student population.

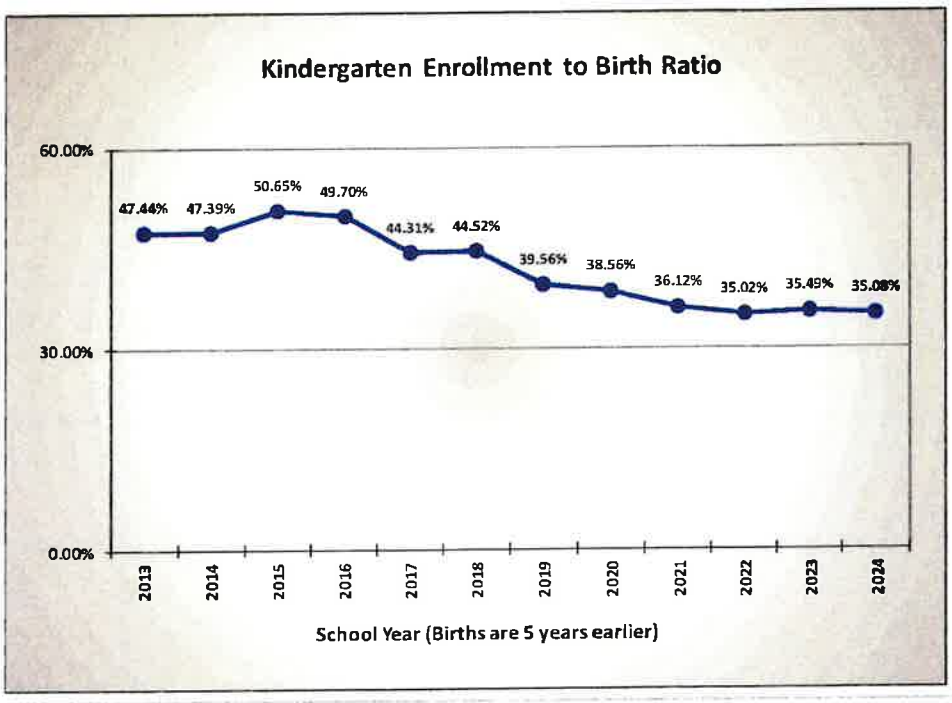
Table: ARUSD Historic Birth Rates (Source: September 2024, SchoolWorks, Inc.)



*Kindergarten totals may include some Transitional Kindergarten students for some of the past years to more accurately correlate a 12-month period of births to a 12-month period of enrollment.

The above figure illustrates the correlation between births in the District area and the number of kindergarten students attending Alum Rock Union schools five years later. The number of births between 2008 and 2019 has averaged about 2,178 per year. The recent birth rates over the past four years (2020 to 2023), which will generate the kindergarten classes for the next four years (2025 to 2028), have been between 1,524 and 1,656. We have assumed a kindergarten capture rate of 35.2% for the projections.

Table: ARUSD Kindergarten Enrollment to Birth Ratio (Source: September 2024, SchoolWorks, Inc.)



This figure shows the kindergarten capture rates for the past 12 years. Since the birth data is derived from zip code areas, which do not exactly match with the District boundaries, the capture rate also accounts for differences in the coverage areas. Low capture rates are common when a district serves only a portion of a large zip code area. A large capture rate is possible when families move into the area after the children were born, but before they arrived for kindergarten. Overall, the District has had a slightly declining capture rate with a 12 year average of 41.99%.

Aging School Facilities, Maintenance, and Safety Concerns

The district currently operates 22 school sites, with an average facility age of 62 years. These schools cover over 1 million square feet across more than 255 acres. The total student capacity across all sites is approximately 16,776 students, though the current student enrollment of 7,270 yields a 43% utilization rate, highlighting the disparity between available capacity and actual use. Among the concerns of the current state of facilities are the cost of maintenance and repair needs and seismic and safety concerns. By consolidating schools, ARUSD will be able to focus Bond funding on fewer school sites and improve the quality of facilities used by students.

Maintenance and Repair Needs

Based on a 2022 report by Bureau Veritas, the district faces significant maintenance and repair challenges due to the age of its facilities:

- **Immediate Needs (0–1 year)**: Critical maintenance and repairs are estimated to cost approximately $3.8 million. These are essential to address immediate issues to ensure the safety and operability of the school sites.
- **Deferred Maintenance (2–20 years)**: Long-term maintenance requirements, including updates to aging infrastructure, are projected to cost $186.8 million. This includes extensive work on systems that are vital to sustaining the schools' functionality over the next two decades.
- **Primary Systems Replacement**: Costs associated with the replacement of primary systems, such as HVAC, roofing, and plumbing, are projected at $451.4 million. These replacements are necessary due to the advanced age of the facilities and the inefficiencies of outdated systems, which likely also impact operational costs and environmental efficiency.

The total combined cost for maintenance, repairs, and system replacements amounts to over $190 million, indicating a substantial fiscal challenge for maintaining and upgrading district facilities. Below are the costs of facility needs for the schools recommended for closure.

Table: ARUSD Maintenance and Repair Costs (Source: 2022, Bureau Veritas Facility Report)

School Recommended for Closure	Cost of Facilities Needs (Immediate and Deferred)	Primary Systems Replacement Cost
Aptitud Community Academy at Goss	$8,289,800	$17,992,497
Donald J. Meyer Elementary School	$7,586,900	$16,635,003
Horace Cureton Elementary School	$8,880,300	$15,472,418
Joseph George Middle School	$9,590,300	$20,481,969
Lyndale Elementary School	$8,678,200	$21,924,836
Renaissance Academy at Fischer	$13,985,300	$34,267,345

Sylvia Cassell Elementary School	$7,707,100	$18,435,417

Seismic and Safety Concerns

While the report does not provide specific details on seismic evaluations, given the age of the buildings (62 years on average), ensuring compliance with current safety codes with modern buildings is essential in maintaining a safe environment for students and staff. An in-depth seismic assessment may be required to prioritize structural reinforcements or retrofitting for earthquake resilience.

The district's aging infrastructure requires immediate and long-term investments to address maintenance, repair, and safety concerns. These issues underscore the need for a strategic facilities plan that balances immediate needs with longer-term improvements and explores potential funding sources or restructuring to optimize resource allocation and safety across the district's schools.

Fiscal Stabilization Plan

Given the fiscal challenges outlined above, ARUSD's Board of Trustees received a Budget Solution Plan presentation on May 9, 2024 with multiple options to address the fiscal challenges (Appendix E). On May 21, 2024, the district adopted an option from the Budget Solution Plan which includes various cost-saving strategies that prioritize operational efficiency while aiming to minimize disruption to educational quality. As part of this option was to close up to 9 schools. Since then, ARUSD staff have been working to develop ARUSD's Fiscal Stabilization Plan. ARUSD is required to submit its Fiscal Stabilization Plan to the Santa Clara County Office of Education by December 16, 2024, requiring final board action on the school closures and consolidations at its December 2, 2024 meeting.

ARUSD's Fiscal Stabilization Plan requires 1) Staff Reductions and Reallocations, 2) School Site Consolidations, and 3) Cost Controls and Operational Adjustments.

1) **School Site Consolidations:** Consolidating resources into fewer schools and closing under-enrolled schools will allow for an estimated annual savings of approximately $10 million, primarily through staff reduction and facilities costs.

2) **Staffing Reductions and Reallocations:** By reducing staff at the district office and aligning staff levels with declining enrollment, the district anticipates savings of approximately $1.78 million in 2025-26 and additional reductions for instructional efficiency in subsequent years. These adjustments will help balance the budget while meeting instructional needs.

3) **Cost Controls and Operational Adjustments:** Starting in 2024-25, the district will not fill select vacant positions, shifting these costs to other funding sources where possible. Additionally, through the Local Control and Accountability Plan (LCAP), the district projects savings of over $1.3 million from adjustments to contracted services and staffing costs.

Revenue Considerations

The district's projected revenue includes local parcel taxes and lease revenues, generating approximately $4.5 million and $2.7 million annually, respectively. However, these sources alone are insufficient to bridge the fiscal gap. The Fiscal Stabilization Plan, therefore, also explores additional revenue through the repurposing or sale of excess facilities.

Table: Second Interim Multi-Year Projection w/ School Closures (See Also Appendix C)

	2021-22 Actuals	2022-23 Actuals	2023-24 Second Interim	2024-25 Projected	2025-26 Projected
BEGINNING BALANCE	18,279,722	26,711,743	39,067,448	36,397,427	15,562,118
REVENUES					
Local Control Funding Formula (LCFF)	106,164,436	115,164,220	114,010,181	108,294,744	106,625,613
Lottery Revenues	1,605,035	1,551,224	1,290,925	1,317,269	1,263,235
Other State Revenues	281,963	561,552	582,574	605,976	609,956
Parcel Tax Revenue	4,510,660	4,469,291	4,656,332	4,758,826	4,863,420
Other Local Revenues	1,567,179	2,870,565	3,816,543	3,333,419	3,150,633
TOTAL REVENUES	114,129,273	124,616,851	124,356,555	118,310,234	116,512,857
EXPENDITURES					
Certificated Salaries	41,799,872	42,064,350	46,333,011	49,539,750	49,420,095
Classified Salaries	11,386,943	11,426,246	13,459,485	16,237,621	16,562,374
Benefits	20,365,890	21,322,200	24,727,140	27,532,008	27,697,007
Books and Supplies	1,597,728	1,810,504	2,500,275	2,500,275	2,300,275
Services & Other Oper Exp	9,932,861	10,385,937	12,065,438	12,065,438	12,065,438
Capital Outlay	119,982	287,875	184,150	184,150	184,150
Other Outgo/Excess Cost	30,000	30,000	30,000	30,000	30,000
Debt Service	1,035,254	666,022	666,022	-	-
Direct Support/Indirect Cost	(3,010,192)	(2,766,690)	(5,973,695)	(3,577,963)	(3,585,720)
Other Adjustment	-	-	-	-	(12,500,000)
TOTAL EXPENDITURES	83,258,338	85,226,444	93,991,826	104,511,279	92,173,619
OTHER FINANCING SOURCES/USES					
Deferred Maintenance Transfer Out	(250,000)	(250,000)	-	-	-
Routine Repair & Maintenance Contribution	(4,031,238)	(4,031,238)	(4,463,511)	(4,463,511)	(4,463,511)
Special Ed Contribution	(18,157,676)	(22,753,464)	(28,571,239)	(30,170,753)	(30,787,545)
Interfund Transfers In	-	-	-	-	-
TOTAL OTHER FINANCING SOURCES/USES	(22,438,914)	(27,034,702)	(33,034,750)	(34,634,264)	(35,251,056)
INCREASE/(DECREASE)	8,432,021	12,355,705	(2,670,021)	(20,835,309)	(10,911,818)
NET BALANCE	26,711,743	39,067,448	36,397,427	15,562,118	4,650,300

Factors Impacting ARUSD Deficit

The district is projecting a budget deficit of approximately $20 million for the 2024-25 fiscal year. This shortfall is attributed primarily to declining enrollment and the expiration of temporary

COVID relief funds. In prior years, the influx of federal and state COVID one-time funds helped stabilize financial operations, allowing the district to maintain operations without significant consolidations or staffing reductions - delaying decisions of closures. However, these funds have expired and were fully expended by the end of the 2023-24 fiscal year. With state budget limitations reducing the expected cost-of-living adjustment (COLA) from 3.94% to 1.07% for the upcoming year, the district must implement strategic measures to regain fiscal stability.

Addressing Deficit and School Consolidations

The recommendations above and school closures ensure that the district meets fiscal solvency requirements set by the Santa Clara County Office of Education and the Fiscal Crisis and Management Assistance Team (FCMAT). The components of the Fiscal Stabilization Plan and estimated savings include:

- School Consolidations: The closure of schools to save an estimated $10,000,000 annually by reducing operational costs related to facilities and staffing.
- Staffing Adjustments: The plan includes reducing 15 full-time equivalent (FTE) positions by 2025-26, with additional reductions planned to align with enrollment projections.
- Expenditure Shifts: Cost reallocation to other funds, LCAP staffing and contract savings, and other budgetary adjustments are being leveraged to control expenses.

School Consolidation Community Engagement Process

The superintendent determined that the best way to serve all interests of the community was to develop a School Consolidation Advisory Committee with representatives from across the district with the goal of creating consensus on recommendations. This section outlines more about how members were selected, the data they presented, and summaries of their findings.

Committee Selection and Charge

The Board of Trustees provided direction to the superintendent on the requirements of committee members including each school site's parent representative. Each school was required to provide a parent representative that 1) resides within ARUSD Boundaries, 2) had a currently enrolled student in ARUSD, and 3) could be in attendance at all meetings.

Following a districtwide application process, 34 committee members – comprised of one parent representative from each school, school administrators, labor representatives, and district staff – were appointed by the superintendent and met for eight meetings starting in September 2024. The committee met in the boardroom at the District Office on: September 18, September 24, September 25, October 2, October 8, October 9, October 16, and October 30, 2024.

Committee Charge

At its first meeting, the committee was presented with the following as their charge:

- Because of a dramatic decline in student enrollment, the Alum Rock School District faces a significant projected budget deficit of approximately $20,000,000.
- We are required to balance the budget or risk the possibility of a district takeover. To address this challenge, our Board has authorized a School Consolidation Committee to recommend up to 9 schools for closure.
- The committee's charge is to provide the superintendent with up to 9 schools to consider for closure for the 2025-2026 school year.
- While this is a challenge for you and the district, we have an opportunity to reimagine a new Alum Rock School District, smaller and leaner with increased resources for our students.

To carry out its charge, the committee meetings were led by two co-facilitators who convened the committee. The committee received presentations and detailed data reports on the district's budget, enrollment projections, human resources, district programs and facilities, business services, and educational services. All of these to aid in developing a recommendation to the superintendent with the names of schools to be closed and actions to help the district deal with a significant decline in students, increasing costs, and other financial demands.

Committee Meeting Summaries

At the first meeting, Interim Superintendent and committee facilitator Manny Barbara explained the charge of the committee, a basic framework of the committee's meeting schedule, group agreements, meeting norms, roles, responsibilities of the facilitators, - who would serve as advisors supporting the committee with its charge - and staff - who would serve to answer questions and provide information and data to the committee.

Information/Presentations

The committee received comprehensive data on the district's schools, including current school enrollment, current classroom utilization, as well as excess capacity for each of the schools. The committee evaluated the information presented, requested clarification from staff, and/or additional data that was provided at the next meeting.

At the September 18 meeting, Teresa DeCelles, ARUSD Assistant Superintendent of Business Services, presented the multi-year district budget. The committee reviewed the district's revenues and expenditures and clarified the fiscal impact of the multi-year loss of enrollment. Additionally, Assistant Superintendent DeCelles shared that the district's Fiscal Stabilization Plan will be

presented to the Board of Trustees and submitted to the county by December 16, 2024, and the multiyear projection relating to the Fiscal Stabilization Plan (Appendix D).

At the September 24, 2024 meeting, district demographer SchoolWorks, Inc. presented the district's updated enrollment demographics and projections. The demographic report provided comprehensive background and context relative to the district's enrollment decline. SchoolWorks, Inc. also provided school-specific enrollment information and identified specific information regarding students enrolled in schools outside of their geographic neighborhoods (See Appendix F - Demographers Report and Enrollment Trends). At this same meeting, a facilities report was shared by Marc Freitas, ARUSD Interim Chief Bonds Officer. At the September 25, 2024 meeting, Sandra Garcia, ARUSD Assistant Superintendent of Instructional Services shared an overview of district programs and services, and Cesar Torrico, ARUSD Assistant Superintendent of Human Resources provided a summary of how the school closure and consolidation process will affect district staff.

During the October 8, 2024 meeting, the School Consolidation Superintendent's Advisory Committee continued refining school closure criteria and began exploring various consolidation scenarios. The committee focused on preserving critical district programs, ensuring operational capacity, and evaluating how facility costs impact decision-making. Additional discussions covered logistical factors such as staffing and facility upgrades. On October 9, 2024, the committee reviewed several consolidation scenarios and prioritized specific schools based on the established criteria, emphasizing sustainable, student-centered solutions and minimizing impacts on families and staff.

An additional meeting was held on October 16, 2024, to further discuss and prioritize schools for closure. During the October 30, 2024 meeting, the committee considered multiple scenarios for school closures - including some scenarios developed by a subgroup of the committee that met privately outside of the scheduled meetings - along with the recommendations by staff established from all previous committee convenings and conversations. At the end of the meeting, the full committee reached consensus on recommending 7 school closures to the superintendent. The committee was unable to reach consensus on the remaining schools for their full recommendation to the superintendent. Instead, the committee identified the 13 schools they were considering for the superintendent to develop a recommendation.

Following this meeting, the superintendent informed principals and the community of these outcomes on November 1, 2024 with all 13 schools being considered. The superintendent formally announced to the community the recommendations outlined in this report on November 4, 2024.

Communication with Broader Community

Because the committee was advisory to the superintendent, the meetings were not open to the public. In order to provide transparency, ongoing communications, and opportunities for community engagement:

1. The superintendent held multiple districtwide Town Hall Meetings on October 17, October 22, October 29, and November 7
2. The superintendent is hosting Town Hall Meetings at each school site recommended for closure
3. The district launched a School Consolidation website with consistently updated information, timelines, School Consolidation Committee agendas and summaries, frequently asked questions and informational videos;
4. The superintendent responded to emails sent to the inform@arusd.org email address and held informal meetings in person and by phone with parents, staff, and community members throughout the process.

Committee members received information on a multitude of topics (district budget, enrollment trends, school district boundaries, school profiles, facilities and modernization) and then worked to establish rating criteria to evaluate each school and narrow down the number of schools to consider for school closure.

Evaluation Criteria for School Closure

The School Consolidation Committee developed a comprehensive set of criteria to evaluate schools for potential closure or consolidation. These factors were selected to balance operational efficiency, financial responsibility, community accessibility, and educational equity. Below is a detailed summary of the criteria used in the committee's decision-making process:

1. **Low Enrollment:**
    - Schools with low enrollment numbers were prioritized for consolidation or closure, as maintaining smaller sites presents challenges in staffing, resource allocation, and cost-effectiveness. Elementary schools with fewer than 300 students and middle schools with fewer than 400 students were considered under-enrolled, making them candidates for review.
2. **Proximity to Charter Schools:**
    - Schools located near charter schools were less likely to be recommended for closure. Retaining neighborhood school options in areas with nearby charter schools helps prevent a potential shift in neighborhood enrollment toward charter alternatives, allowing families to continue accessing district-operated schools. This

criterion supports the district's goal of sustaining local enrollment and providing families with a strong public school choice.

3. **Operational Capacity**:
    - Schools not fully utilizing their available space create inefficiencies in resource use and staffing and were considered for consolidation. By consolidating these schools with those operating closer to full capacity, the district can improve operational efficiency and direct resources more effectively to meet the needs of the student population.
4. **Building Maintenance and Renovation Costs**:
    - Schools with high maintenance and renovation costs were evaluated as candidates for closure, as the cost of upgrading and maintaining older facilities can be prohibitive within the district's financial constraints. This criterion allows the district to focus its investments on facilities with lower upkeep demands, enhancing sustainability and cost efficiency.
5. **Special Programs**:
    - Schools with specialized programs, such as Dual Language Immersion (DLI) and Special Education, were evaluated based on the ability to relocate these services without disrupting students or forfeiting grant funding. Programs that could be moved with minimal impact were considered for relocation to consolidated sites, while those tied to specific funding sources or county requirements were preserved to maintain service continuity and funding stability.
6. **Parent Transportation**:
    - The feasibility of parent transportation was a critical consideration, ensuring that any consolidation would not impose an undue burden on families. The committee evaluated whether families could reasonably transport their children to new school sites if consolidation affected their current schools. This consideration aims to maintain equitable access to education across the district.
7. **Equity in Access to Quality Education**:
    - Equity was a central portion of the committee's considerations across all of the above listed criteria, and is central in the superintendent's recommendations. The goal was to ensure that all students, regardless of socioeconomic background or geographic location, have access to quality educational facilities and resources. Schools serving high-need populations were carefully evaluated to ensure that any consolidation would not disproportionately impact vulnerable or underserved communities. The district prioritized minimizing disruptions to schools that serve students who rely on additional support programs, transportation services, or other resources. This criterion underscores the district's commitment to equitable access and educational opportunity for all students.

By incorporating a strong equity focus alongside operational, financial, and community considerations, the School Consolidation Committee aimed to create a balanced approach to school closures and consolidations. These criteria help ensure that decisions are made thoughtfully, prioritizing the educational needs and equitable access of all students while addressing the district's fiscal and operational challenges.

Superintendent's Recommendations

Informed by the work of the School Consolidation Committee, Alum Rock Union School District (ARUSD) Superintendent Germán Cerda is recommending the closure of seven schools, consolidation of two, and redesign of one school. These actions will enable ARUSD to provide a viable Fiscal Stabilization Plan and will concentrate resources in fewer schools to improve educational programs across the district.

Schools Recommended for Closure

School	Receiving School(s)
Aptitud Community Academy at Goss	Ryan Steam Academy (Grades TK -5) Renaissance Academy at Mathson (Grades 6-8)
Donald J. Meyer Elementary School	Hubbard Media Arts Academy
Horace Cureton Elementary School	Linda Vista Elementary School
Joseph George Middle School	Sheppard Middle School
Lyndale Elementary School	Russo / McEntee Academy Ryan STEAM Academy - Special Education Autism PK program will be transferred to San Antonio Elementary
Renaissance Academy at Fischer	Ocala STEAM Academy - Students interested in continuing the Renaissance model may transfer to Renaissance Academy at Mathson
Sylvia Cassell Elementary School	Dorsa Elementary School

Schools Recommended for Consolidation (Not Closure)

School	Consolidation School
LUCHA Academy becomes LUCHA Program at San Antonio Elementary	San Antonio Elementary School
Painter Elementary School becomes Painter DLI Program at Sheppard	Sheppard Middle School - Students in the Vietnamese Dual Language Immersion program will consolidate with Sheppard Middle School Millard McCollam Elementary - Students in the Structured English Immersion program will attend Millard McCollam Elementary

School Recommended for Redesign

School	Redesign of School & Student Reassignment
Chavez Early Learning Center	Chavez Early Learning Center (Ages 0 - Preschool Age) - Students in the Chavez Early Learning Center will continue at Chavez through the partnership with Kidango San Antonio Elementary School (Grades TK & K) - Students in Transitional Kindergarten and Kindergarten will be reassigned to San Antonio Elementary School

Additional Recommendations

In addition to the school closures and consolidations, Superintendent Germán Cerda is recommending that ARUSD also:

1. Reconfigure attendance boundaries (see Appendix A - Proposed Attendance Boundary Map and Appendix B - Current Attendance Boundary Map)
2. Analyze new enrollment patterns to determine if any additional support is needed for safety.

3. For students and families districtwide:
    a. For the 2025-2026 school year, families will have the option to transfer to any other school in the district of their choice, subject to school capacity.
    b. District staff will provide information to all families attending schools being closed on the School Choice transfer.
    c. District staff will contact all interdistrict families as maintaining current interdistrict students is also a priority. Students in good standing (attendance, academics, etc.) will continue to be approved with priority transfer to schools receiving students due to school consolidation. Interdistrict transfers that are based upon the Allen Bill will receive higher priority.
4. Work with the City of San Jose and other governmental agencies to develop safe routes for students who will be attending new schools and expand information regarding safe school routes for all sites.
5. When feasible, the district will release an updated seniority list for all employee classifications, consistent with the terms of the collective bargaining agreements with each employee group. The Administration will continually work with employee bargaining units to provide updates on the school consolidation process.
6. In order to coordinate a smooth consolidation plan, staff will convene transition planning committees at the closing schools and the receiving schools, which will include all affected groups.

These decisions were guided by specific criteria to ensure thoughtful, equitable outcomes that prioritize the well-being of our students. The criteria for these recommendations included an equity analysis to assess impacts across the district, as well as a review of enrollment trends, proximity to charter schools, the condition of existing facilities, recent renovations, the presence of special programs, and total projected cost savings needed to meet fiscal requirements, which are further outlined in this report.

School-by-School Analysis of Recommendations for Closure, Consolidation, and Redesign

The analysis below evaluates each school and outlines rationale for why they are recommended based on enrollment trends, financial savings, facility conditions, and community needs.

Recommended School Closures

1. **Aptitud Community Academy at Goss**
    - **Enrollment**: 383 students (230 elementary, 153 middle school).
    - **Immediate Savings**: $1.1 million.
    - **Rationale**: Limited growth capacity, high deferred maintenance needs ($8.2 million), and declining enrollment trends. Students will transition to nearby schools, including Ryan and Mathson.
2. **Donald J. Meyer Elementary School**
    - **Enrollment**: 248 students.
    - **Immediate Savings**: $902,000.
    - **Rationale**: With declining enrollment, high deferred maintenance needs ($7.5 million), and low utilization, Meyer is recommended for closure. Students will be moved to Hubbard, which has sufficient capacity.
3. **Horace Cureton Elementary School**
    - **Enrollment**: 254 students.
    - **Immediate Savings**: $856,000.
    - **Rationale**: Cureton faces low enrollment, high deferred maintenance needs ($8.8 million), and recent student transfers to other schools, indicating a trend of reduced demand. Students will be reassigned to Linda Vista.
4. **Joseph George Middle School**
    - **Enrollment**: 383 students.
    - **Immediate Savings**: $1.3 million.
    - **Rationale**: High deferred maintenance costs ($9.3 million) and low utilization. Students will be moved to Sheppard Middle School, which has sufficient capacity.
5. **Lyndale Elementary School**
    - **Enrollment**: 274 students.
    - **Immediate Savings**: $992,000.
    - **Rationale**: Low enrollment, limited vehicle access, and high deferred maintenance needs ($8.5 million) make Lyndale a closure candidate, with students moving to Russo McEntee and Ryan (alternate option).
6. **Renaissance Academy at Fischer**
    - **Enrollment**: 349 students.
    - **Immediate Savings**: $1.4 million.

- **Rationale**: Low enrollment, Immediate savings in personnel and utilities, high deferred maintenance costs ($13.9 million) proximity to Ocala which will aide in enrollment, ARUSD continues to protect the Renaissance model at Mathson (RAM).

7. **Sylvia Cassell Elementary School**
    - **Enrollment**: 283 students.
    - **Immediate Savings**: Estimated $932,000 annually.
    - **Rationale**: Low enrollment, high deferred maintenance costs ($7.7 million), and proximity to nearby elementary schools (Dorsa and Ryan) make Cassell a suitable candidate for closure. Students would be transferred to Dorsa, a school with ample capacity.

Recommended Consolidations

1. **LUCHA Program** (at San Antonio)
    - **Enrollment**: 218 students.
    - **Immediate Savings**: $712,000.
    - **Rationale**: LUCHA's small student population and high maintenance costs ($4.5 million) warrant consolidation with San Antonio, which can maintain the LUCHA program and accommodate additional students.
2. **Painter Elementary**
    - **Enrollment**: 361 students (Dual Language Immersion (DLI) - 168 students; Structured English Immersion - 193 students).
    - **Immediate Savings**: $901,000.
    - **Rationale**: Consolidating Painter with Sheppard supports the expansion of the DLI program and reduces the need for facility investments. Structured English Immersion students will have options at McCollam or Russo.

Recommended Redesign

1. **Cesar Chavez Early Learning Center**
    - **Enrollment**: 59 students.
    - **Immediate Savings**: $500,000.
    - **Rationale**: With low enrollment and high per-student costs, Cesar Chavez is recommended for redesign to serve infant to preschool-aged children, a reconfiguration that meets community needs without impacting current K-8 or middle school capacity. Students will be reassigned to San Antonio.

Rationale for Schools Recommended to Remain Open

Some schools, despite financial or operational challenges, are recommended to remain open due to unique factors:

- **Adelante Academy:** Serves as the largest K-8 school in the district and also receives high interest around the district - including with intradistrict transfers.
- **Adelante II Dual Language Academy:** The Adelante program model is successful and has great opportunity for future expansion.
- **Anthony Dorsa Elementary School:** Will operate as one of the only elementary schools to support the center of the district.
- **Hubbard Media Arts Academy:** Situated to serve as the only public school serving students and families in an area that has a heavy charter school presence.
- **Linda Vista Elementary:** The site has a large campus with a large opportunity for growth in the future.
- **Millard McCollam Elementary:** Has recently had extensive playground construction and also provides inclusion opportunities for students in the County Special Education Program through an MOU between SCCOE and ARUSD.
- **Ocala STEAM Academy:** Situated and serves as the only public school serving students and families in an area with a heavy charter school presence.
- **Renaissance Academy at Mathson Middle School**: Serves a high-need community, with access to critical resources and partnerships, and will be the site of workforce housing development.
- **Russo / McEntee Academy**: Recently invested in HVAC and outdoor classrooms, providing a valuable resource for environmental studies programs.
- **Ryan STEAM Academy:** Situated to serve as the only public school serving students and families in an area with heavy charter school presence.
- **San Antonio Elementary School**: The district's newest school, hosting the LUCHA Program, has strong community interest and brings in revenue from inter-district enrollments.
- **William Sheppard Middle School:** This site serves as the largest middle school in ARUSD and operates as one of the only middle schools on the north side of ARUSD.

Financial and Operational Impacts of School Consolidation and Closure

The Alum Rock Union School District has outlined key financial and operational impacts associated with its school consolidation and closure plan, intended to mitigate the budget deficit and optimize resource allocation amid declining enrollment. Below is an analysis of projected cost savings, expected operational changes, and long-term financial benefits of this plan.

Projected Cost Savings per Closed School

- Elementary Schools: Consolidating an elementary school is projected to save the district an average of $987,627 annually. These savings stem from reductions in personnel, such as principal, administrative, and support staff positions, as well as lowered custodial and utility costs.
- TK-8 Schools: Closing a TK-8 school results in an estimated average annual savings of $1,300,737 due to similar reductions in administrative and custodial expenses.
- Middle Schools: Consolidating a middle school yields even greater savings, with an estimated annual reduction in costs of $1,383,142. This includes savings from administrative staff such as vice principals and counselors, as well as facility-related costs.

Expected Changes in Operational Costs

1. Maintenance and Facility Expenses: With fewer school sites to manage, the district anticipates a substantial decrease in maintenance and repair costs. The closure of schools will reduce the overall demand for maintenance and the need to address deferred maintenance, which is currently estimated at over $190 million across all district facilities. Consolidating facilities allows the district to focus maintenance efforts and budgets on fewer sites, enhancing cost efficiency and quality of facility upkeep.
2. Utility and Operational Efficiency: By consolidating students into fewer buildings, the district will see a decline in utility costs, such as electricity, water, and heating, for each closed facility. This reduction in operational costs aligns with the district's goal of minimizing expenditures associated with underutilized school sites and optimizing existing resources.
3. Transportation Adjustments: Although some consolidation may increase transportation demands for students relocated to other campuses, the district plans to assess and, where possible, provide transportation routes to minimize impacts to families. The efforts to consolidate nearby schools where possible are intended to limit the need for busing and avoid excessive transportation expenses.

Long-Term Financial Benefits of School Consolidation

The district's school consolidation and closure plan is designed to offer sustainable, long-term financial benefits by addressing both immediate and future budget constraints:

1. Significant Reduction in Operating Costs: With projected savings of over $10 million annually through school closures, the district will achieve meaningful reductions in its operating budget. This reduction supports the district's effort to balance its budget while minimizing impacts on instructional quality and essential services.

2. Alignment of Staffing Levels with Enrollment: The consolidation allows staffing to better align with declining enrollment. By gradually reducing full-time positions and adjusting staffing ratios, the district can ensure that personnel are also concentrated in fully utilized facilities where they can have greater collaboration with their peers - promoting stronger academic programs for students and fiscal responsibility over the long term.
3. Potential Revenue from Repurposed Facilities: The district is exploring additional revenue streams by repurposing or leasing out closed school facilities. Repurposing or leasing unused facilities could generate additional funds to support district priorities and have a positive revenue stream for the district - providing flexibility for future capital needs.
4. Focused Resource Allocation: Consolidating schools enables the district to allocate resources more effectively, concentrating investment in fewer, more sustainable facilities. This shift allows for improved facility conditions, better resource availability for remaining schools, and the ability to support key educational programs more robustly.

The financial and operational impacts of school consolidation and closure present a critical opportunity for the district to align its resources with current enrollment levels while addressing fiscal challenges. This approach will not only provide immediate budget relief but also enhance long-term financial health and operational efficiency. Projected savings can be reviewed in Appendix C of this report.

Conclusion

The superintendent's recommendations aim to create a sustainable, resource-efficient school structure aligned with the district's enrollment and budget constraints. The Superintendent's School Consolidation Advisory Committee provided representation across the district that provided input on the recommended sites for closure that have gone into these final recommendations. The recommendations prioritize maintaining access to essential programs, minimizing disruption to families, and improving overall operational efficiency.

ARUSD's Board of Trustees approved the closure of up to nine schools in the 2025-26 school year as a part of its Fiscal Stabilization Plan to address a $20 million budget deficit stemming from declining enrollment and the end of temporary COVID relief funds. Absent a viable Fiscal Stabilization Plan approved by the Board, ARUSD risks losing local control and the ability to self-govern. ARUSD is required to submit its Fiscal Stabilization Plan to the Santa Clara County Office of Education by December 16, 2024, requiring final board action on the school closures and consolidations at its December 2, 2024 meeting.

While it is not an easy decision, focusing our resources on fewer schools will make a positive difference in the lives of students for years to come. With resources no longer stretched across underutilized facilities, we can focus investments on impactful programs, essential classroom

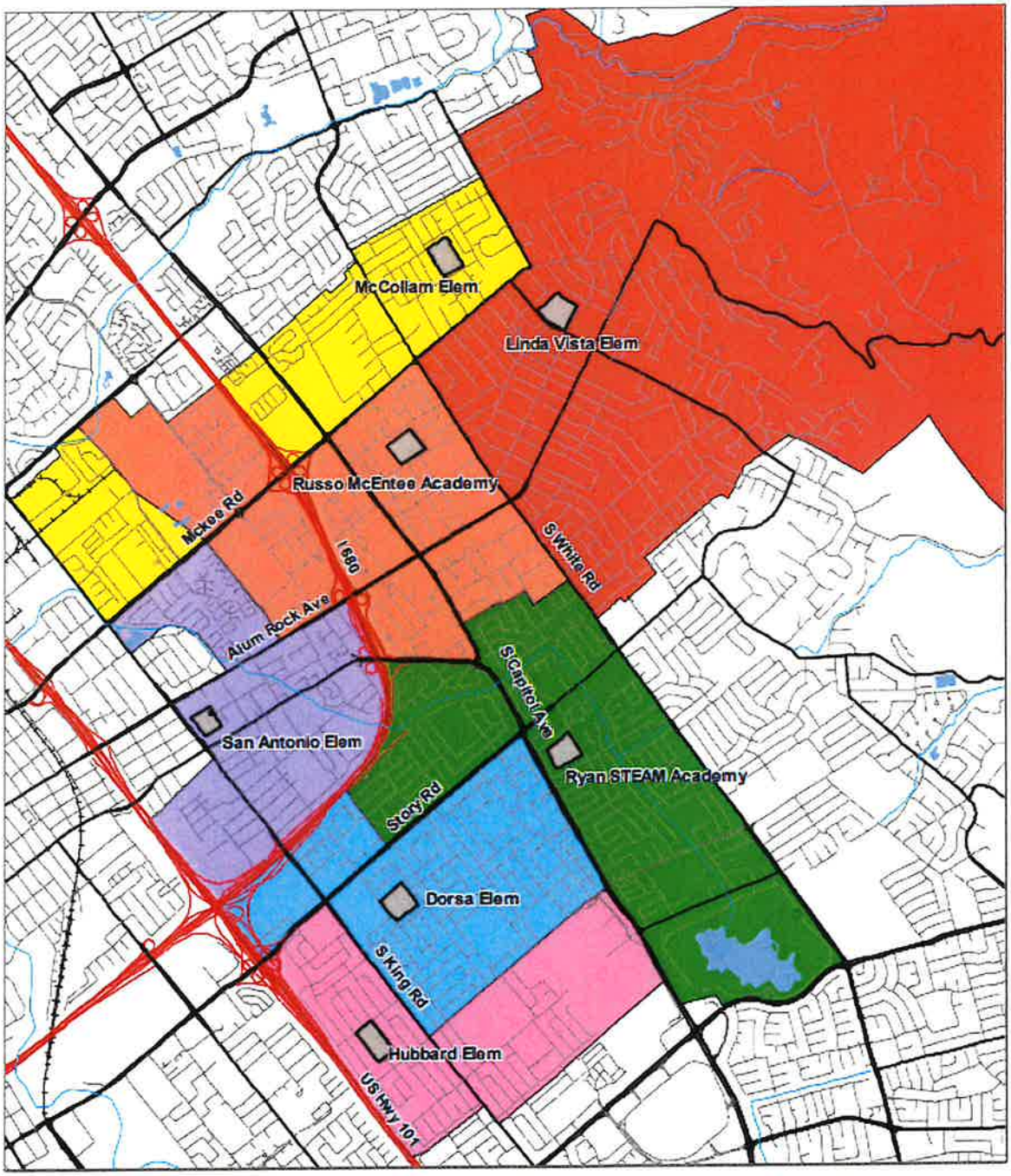
support, and valuable enrichment activities. We will see a concentration of our Bond funds for new and more facilities used by students, more accelerated academic course offerings, and enhanced enrichment programs such as our VAPA (Visual and Performing Arts) and STEAM (Science Technology Engineering, Art and Math) programs. This means we can enhance our academic offerings and enrichment programs, providing more comprehensive support for all our students.

ARUSD remains committed to providing resources and regular updates to keep our community informed. You can find more information and updates on our School Consolidation webpage. Families will also receive regular communication from their school site and the Superintendent. This process is an opportunity to build a brighter future for ARUSD and we thank you for joining us on this journey. Focusing our resources on fewer schools will make a positive difference in the lives of students for years to come.

Appendices

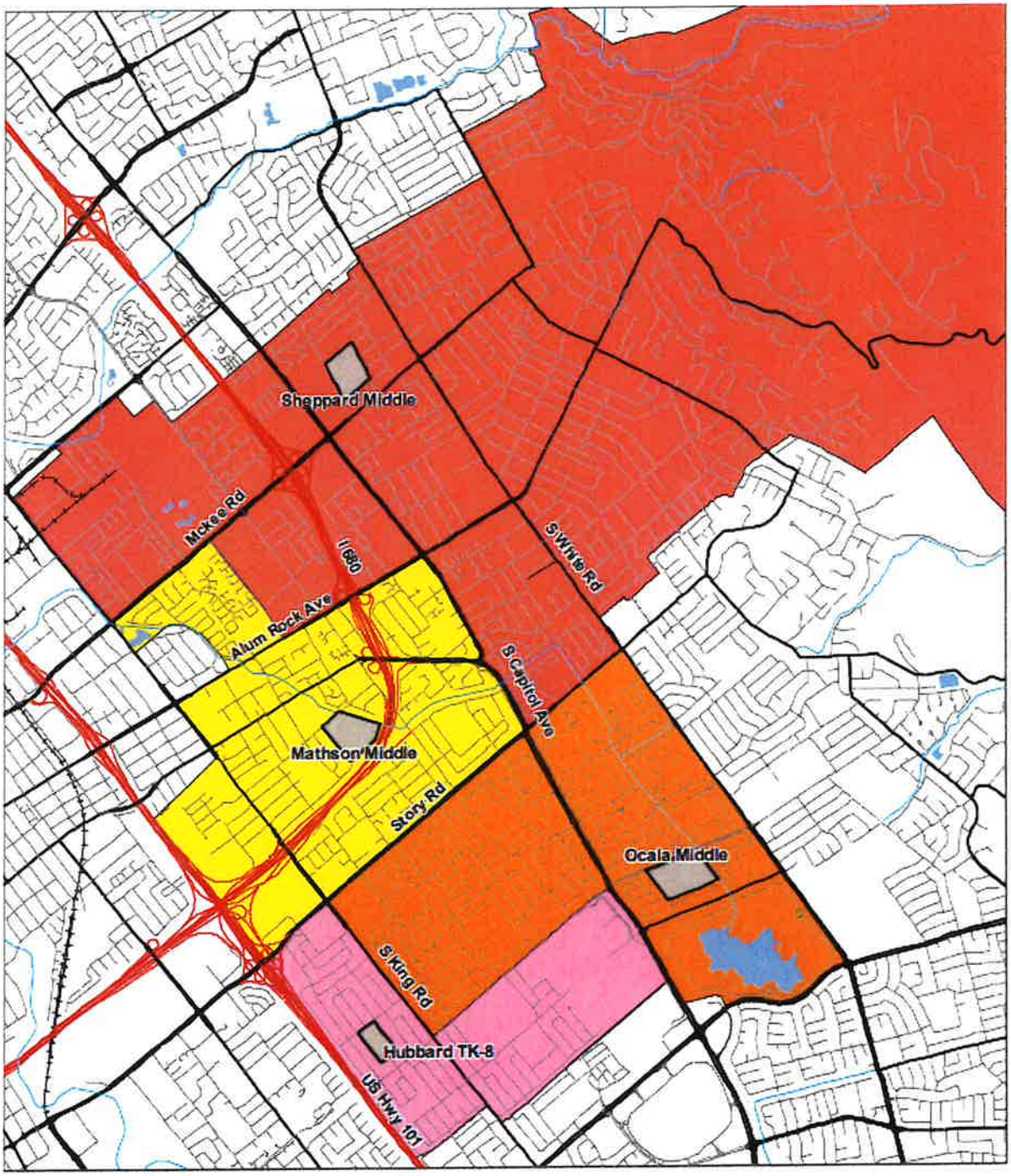
Appendix A: Map of Proposed Boundaries as of 11/14/2024

Proposed Elementary Boundary Map



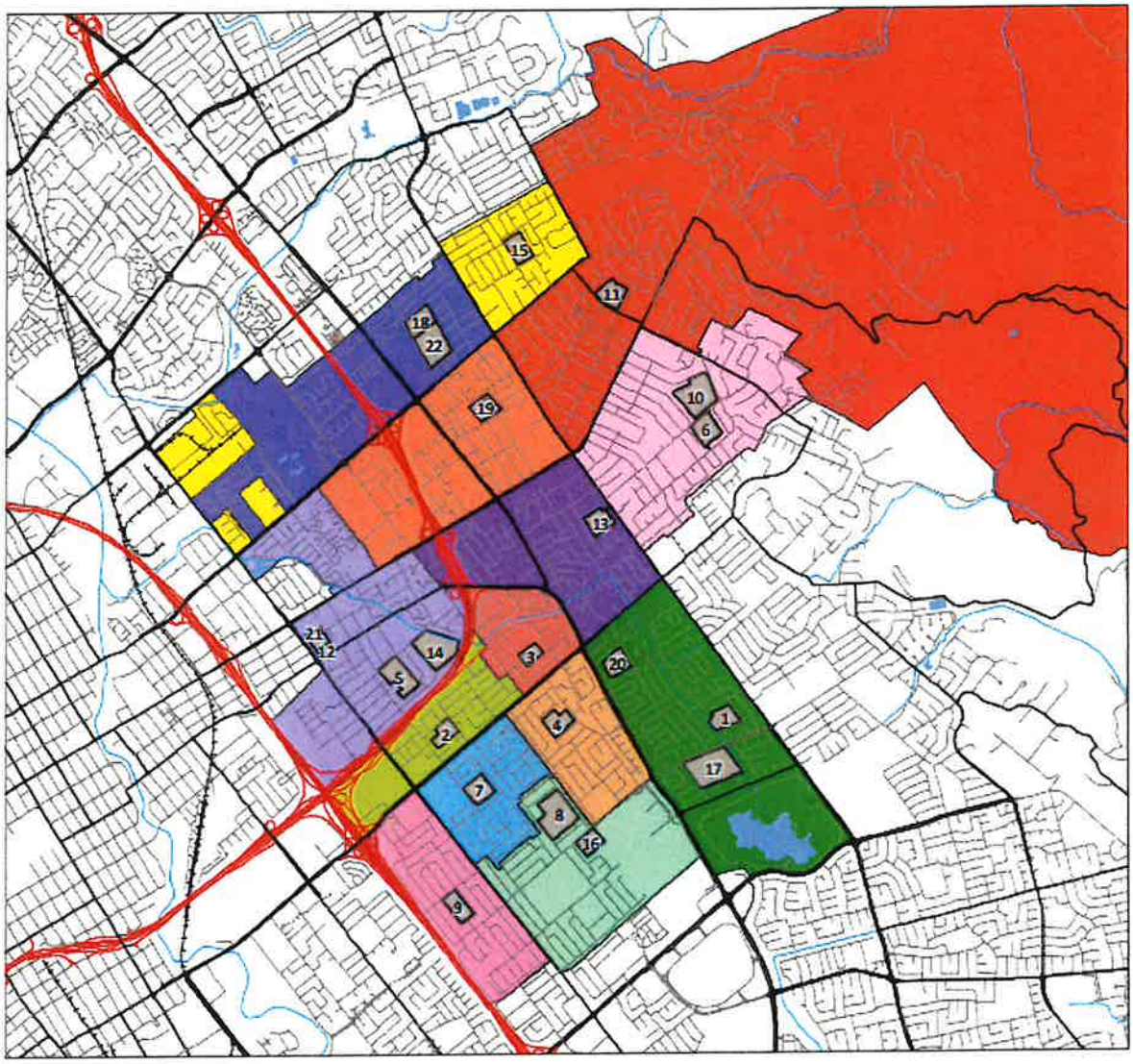
Appendix A (Continued): Map of Proposed Boundaries as of 11/14/2024

Proposed Middle School Boundary Map



Appendix B: Map of Current Boundaries (also see Appendix B at bit.ly/ARUSDDRET0924)

School Locations and Elementary Boundaries



ID	Name	Grades
1	Adelante Dual Language Academy	TK-8
2	Adelante II Academy	TK-8
3	Aptitud Academy	TK-8
4	Cassell Elem	TK-5
5	Cesar Chavez Elem	TK-K
6	Cureton Elem	TK-5
7	Dorsa Elem	TK-5
8	Renaissance Academy at Fischer	6-8
9	Hubbard Media Arts Academy	TK-8
10	George Middle	6-8
11	Linda Vista Elem	TK-5

ID	Name	Grades
12	LUCHA	TK-5
13	Lyndale Elem	TK-5
14	Renaissance Academy at Mathson	6-8
15	McCollam Elem	TK-5
16	Meyer Elem	TK-5
17	Ocala STEAM Academy	6-8
18	Painter Elem	TK-5
19	Russo McEntee Academy	TK-5
20	Ryan STEAM Academy	TK-5
21	San Antonio Elem	TK-5
22	Sheppard Middle	6-8

Appendix C: Second Interim Multi-Year Projection w/ School Closures (Source: ARUSD Second Interim also available at: bit.ly/ARUSDSI0324)

	2021-22 Actuals	2022-23 Actuals	2023-24 Second Interim	2024-25 Projected	2025-26 Projected
BEGINNING BALANCE	18,279,722	26,711,743	39,067,448	36,397,427	15,562,118
REVENUES					
Local Control Funding Formula (LCFF)	106,164,436	115,164,220	114,010,181	108,294,744	106,625,613
Lottery Revenues	1,605,035	1,551,224	1,290,925	1,317,269	1,263,235
Other State Revenues	281,963	561,552	582,574	605,976	609,956
Parcel Tax Revenue	4,510,660	4,469,291	4,656,332	4,758,826	4,863,420
Other Local Revenues	1,567,179	2,870,565	3,816,543	3,333,419	3,150,633
TOTAL REVENUES	114,129,273	124,616,851	124,356,555	118,310,234	116,512,857
EXPENDITURES					
Certificated Salaries	41,799,872	42,064,350	46,333,011	49,539,750	49,420,095
Classified Salaries	11,386,943	11,426,246	13,459,485	16,237,621	16,562,374
Benefits	20,365,890	21,322,200	24,727,140	27,532,008	27,697,007
Books and Supplies	1,597,728	1,810,504	2,500,275	2,500,275	2,300,275
Services & Other Oper Exp	9,932,861	10,385,937	12,065,438	12,065,438	12,065,438
Capital Outlay	119,982	287,875	184,150	184,150	184,150
Other Outgo/Excess Cost	30,000	30,000	30,000	30,000	30,000
Debt Service	1,035,254	666,022	666,022	-	-
Direct Support/Indirect Cost	(3,010,192)	(2,766,690)	(5,973,695)	(3,577,963)	(3,585,720)
Other Adjustment	-	-	-	-	(12,500,000)
TOTAL EXPENDITURES	83,258,338	85,226,444	93,991,826	104,511,279	92,173,619
OTHER FINANCING SOURCES/USES					
Deferred Maintenance Transfer Out	(250,000)	(250,000)	-	-	-
Routine Repair & Mainenance Contribution	(4,031,238)	(4,031,238)	(4,463,511)	(4,463,511)	(4,463,511)
Special Ed Contribution	(18,157,676)	(22,753,464)	(28,571,239)	(30,170,753)	(30,787,545)
Interfund Transfers In	-	-	-	-	-
TOTAL OTHER FINANCING SOURCES/USES	(22,438,914)	(27,034,702)	(33,034,750)	(34,634,264)	(35,251,056)
INCREASE/(DECREASE)	8,432,021	12,355,705	(2,670,021)	(20,835,309)	(10,911,818)
NET BALANCE	26,711,743	39,067,448	36,397,427	15,562,118	4,650,300

Appendix D: ARUSD Fiscal Stabilization Plan Presented on September 26, 2024 (You can also see Appendix D at: bit.ly/ARUSDSCCFSP0924)

Appendix E: ARUSD Comprehensive Budget Solution Plan Presented on May 9, 2024 (You can also see Appendix E at: bit.ly/ARUSDBSO0924)

Appendix F: Demographer Report and Enrollment Trends Presented on September 12, 2024 (You can also see Appendix F at: bit.ly/ARUSDDRET0924)

Classroom Counts and Capacity with Repair Costs - Superintendent's Recommendation

Recommendation	School	Grades	Net Classroom (CR) Count*	Net CR Capacity (Based on staffing ratio)*	Immediate Repair Needs**	2-20 Deferred Maintenance Needs**	Savings	Current Enrollment	Enrollment Capacity Available	% Utilization	Cost Savings per Student
	Dorsa	TK-5	28	684	24,100	9,106,600	909,265	288	396	42%	3,157.17
	Linda Vista	TK-5	34	836	1,011,000	9,554,500	1,203,785	443	393	53%	2,717.35
	McCollam	TK-5	28	635	25,800	7,981,500	951,777	376	259	59%	2,531.32
	Russo McEntee	TK-5	34	770	70,500	11,265,100	995,739	327	443	42%	3,045.07
	Ryan	TK-5	23	570	50,900	5,863,000	797,854	246	324	43%	3,243.31
	San Antonio	TK-5	22	550	13,600	5,259,500	992,020	326	224	59%	3,043.01
	Adelante I	TK-8	21	570	314,500	7,033,300	1,250,557	506	64	89%	2,471.46
	Adelante II	TK-8	24	647	44,500	5,829,200	1,213,302	370	277	57%	3,279.19
	Hubbard	TK-8	37	1,001	141,700	8,792,800	1,337,394	428	573	43%	3,124.75
	Ocala	6-8	32	950	292,600	7,468,700	1,367,294	381	569	40%	3,588.70
	Renaissance at Mathson	6-8	37	1,105	434,900	11,582,000	1,261,792	327	778	30%	3,858.69
	Sheppard	6-8	35	1,064	37,100	12,683,400	1,390,222	455	609	43%	3,055.43
					2,461,200						
Schools Recommended for Closure/Consolidation/Redesign											
Closure	Cassell	TK-5	29	671	10,200	7,696,900	932,148	283	388	42%	3,293.81
Closure	Cureton	TK-5	32	773	598,000	8,282,300	856,037	254	519	33%	3,370.22
Closure	Lyndale	TK-5	31	756	107,800	8,570,400	992,570	274	482	36%	3,622.52
Closure	Meyer	TK-5	30	719	69,200	7,517,700	902,139	248	471	34%	3,637.66
Closure	Aptitud	TK-8	23	624	41,400	8,248,400	1,111,074	383	241	61%	2,900.98
Closure	George	6-8	29	899	286,200	9,304,100	1,347,656	383	516	43%	3,518.68
Closure	Renaissance at Fischer	6-8	42	1,239	115,100	13,870,200	1,430,421	349	890	28%	4,098.63
Consolidation	LUCHA	TK-5	13	345	98,500	4,582,400	711,925	221	124	64%	3,221.38
Consolidation	Painter	TK-5	27	686	9,300	5,970,300	901,382	361	325	53%	2,496.90
Redesign	Chavez	TK-K			13,700	10,374,400	500,619	59			8,485.07
						Total Savings	**9,685,971**				

Classroom Counts and

Recommendation	School	Grades	Net Classroom (CR) Count*	Net CR Capacity (Based on staffing ratio)*	Immediate Repair Needs**	2-20 Deferred Maintenance Needs**	Savings	Current Enrollment	Enrollment Capacity Available	% Utilization	Cost Savings per Student
Open	Lyndale	TK-5	31	756	107,800	8,570,400	992,570	274	482	36%	3,622.52
Open	Linda Vista	TK-5	34	836	1,011,000	9,554,500	1,203,785	443	393	53%	2,717.35
Open	McCollam	TK-5	28	635	25,800	7,981,500	951,777	376	259	59%	2,531.32
Open	Russo McEntee	TK-5	34	770	70,500	11,265,100	995,739	327	443	42%	3,045.07
Open	Ryan	TK-5	23	570	50,900	5,863,000	797,854	246	324	43%	3,243.31
Open	San Antonio	TK-5	22	550	13,600	5,259,500	992,020	326	224	59%	3,043.01
Open	Ocala	6-8	32	950	292,600	7,468,700	1,367,294	381	569	40%	3,588.70
Open	Renaissance at Mathson	6-8	37	1,105	434,900	11,582,000	1,261,792	327	778	30%	3,858.69
Open	Sheppard	6-8	35	1,064	37,100	12,683,400	1,390,222	455	609	43%	3,055.43
					2,044,200						
Schools Recommended for											
Closure	Cassell	TK-5	29	671	10,200	7,696,900	**932,148**	283	388	42%	3,293.81
Closure	Cureton	TK-5	32	773	598,000	8,282,300	**856,037**	254	519	33%	3,370.22
Closure	Dorsa	TK-5	28	684	24,100	9,106,600	**909,265**	288	396	42%	3,157.17
Closure	Meyer	TK-5	30	719	69,200	7,517,700		248	471	34%	-
Closure	George	6-8	29	899	286,200	9,304,100	**1,347,656**	383	516	43%	3,518.68
Will house Adelante I & II	Renaissance at Fischer	6-8	42	1,239	115,100	13,870,200		349	890	28%	-
Relocate to Ren@Fischer	Adelante I	TK-8	21	570	314,500	7,033,300	**1,250,557**	506	64	89%	2,471.46
Relocate to Ren@Fischer	Adelante II	TK-8	24	647	44,500	5,829,200	**1,213,802**	370	277	57%	3,279.19
TK-5	Aptitud	TK-8	23	624	41,400	8,248,400	**200,000**	383	241	61%	522.19
TK-5	Hubbard	TK-8	37	1,001	141,700	8,792,800	**200,000**	428	573	43%	467.29
Consolidation	LUCHA	TK-5	13	345	98,500	4,582,400	**711,925**	221	124	64%	3,221.38
Consolidation	Painter	TK-5	27	686	9,300	5,970,300	**601,382**	361	325	53%	1,665.88
Redesign	Chavez	TK-K			13,700	10,374,400	**500,619**	59			8,485.07
						Total Savings	**8,722,891**				

Savings per Minh Pham

TK/K for one year (from Adelante I/II), no savings yet

No savings from closing Fischer since the site will house Adelante I and II

Savings due to reduction of Assistant Principal

Savings due to reduction of Assistant Principal

Painter would have a separate Community Liaison, Health Assistant and Custodian, this results in $300,000 less in savings

2.02

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue
San José, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION – BOARD OF EDUCATION

To the Board of Trustees:

SUBJECT: Approve Exhibit 9250, Second Reading-Remuneration, Reimbursement and Other Benefits.

RECOMMENDATION: The administration recommends approval of Exhibit 9250 Remuneration, Reimbursement and Other Benefits.

Approval

Submitted by: German Cerda Title: Superintendent

To the Board of Trustees:

Approval

Meeting: December 2, 2024
Special Board Meeting

2.02
Agenda Placement

German Cerda, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Board Bylaws

E 9250

REMUNERATION, REIMBURSEMENT AND OTHER BENEFITS

RESOLUTION ON BOARD COMPENSATION FOR MISSED MEETINGS

WHEREAS, the Governing Board of the Alum Rock Union School District appreciates the services provided by members of the Board and provides compensation for meeting attendance in accordance with Education Code 35120 and Board Bylaw 9250; and

WHEREAS, Education Code 35120 provides that the monthly compensation provided to Board members shall be commensurate with the percentage of meetings attended during the month unless otherwise authorized by Board resolution; and

WHEREAS, Education Code 35120 specifies limited circumstances under which the Board is authorized to compensate a Board member for meetings he/she missed; and

WHEREAS, the Board finds that *(name of Board member)* did not attend the Board meeting(s) on *(dates)* for the following reason(s): *(check applicable reasons)*

[ ] Performance of other designated duties for the district during the time of the meeting

[ ] Illness or jury duty

[ ] Hardship deemed acceptable by the Board

NOW THEREFORE BE IT RESOLVED that the Board of the Alum Rock Union School District approves full compensation of the Board member for the month of _____.

PASSED AND ADOPTED THIS _____ day of _____, _____ at a special meeting, by the following vote:

AYES:_____ NOES:_____ ABSENT:_____

Attest:

Secretary _____

President _____

Alum Rock Union School District

Exhibit adopted:

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT 3.01
2930 Gay Avenue, San Jose, CA 95127

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION - BOARD OF TRUSTEES

To the Board of Trustees:

Subject: **Fiscal Stabilization Plan**

Recommendation: Staff recommends that the Board of Trustees approve the Fiscal Stabilization Plan as presented.

Submitted by: Teresa DeCelles TD Title: Assistant Superintendent, Business Svcs.

To the Board of Trustees:

Meeting: December 2, 2024
Special Board Meeting

3.01
Agenda Placement

Germán Cerda, Superintendent

DISPOSITION BY BOARD OF TRUSTEES

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____