



Governing Board Study Session
January 20, 2026

Framework

- Phase 1: Establish Purpose & Guiding Parameters
- Phase 2: Initial Data Gathering & Analysis
- Phase 3: Impact Assessment
- Phase 4: Develop Budget Reduction Scenarios
- Phase 5: Stakeholder Engagement
- Phase 6: Decision-Making Process

Parameters

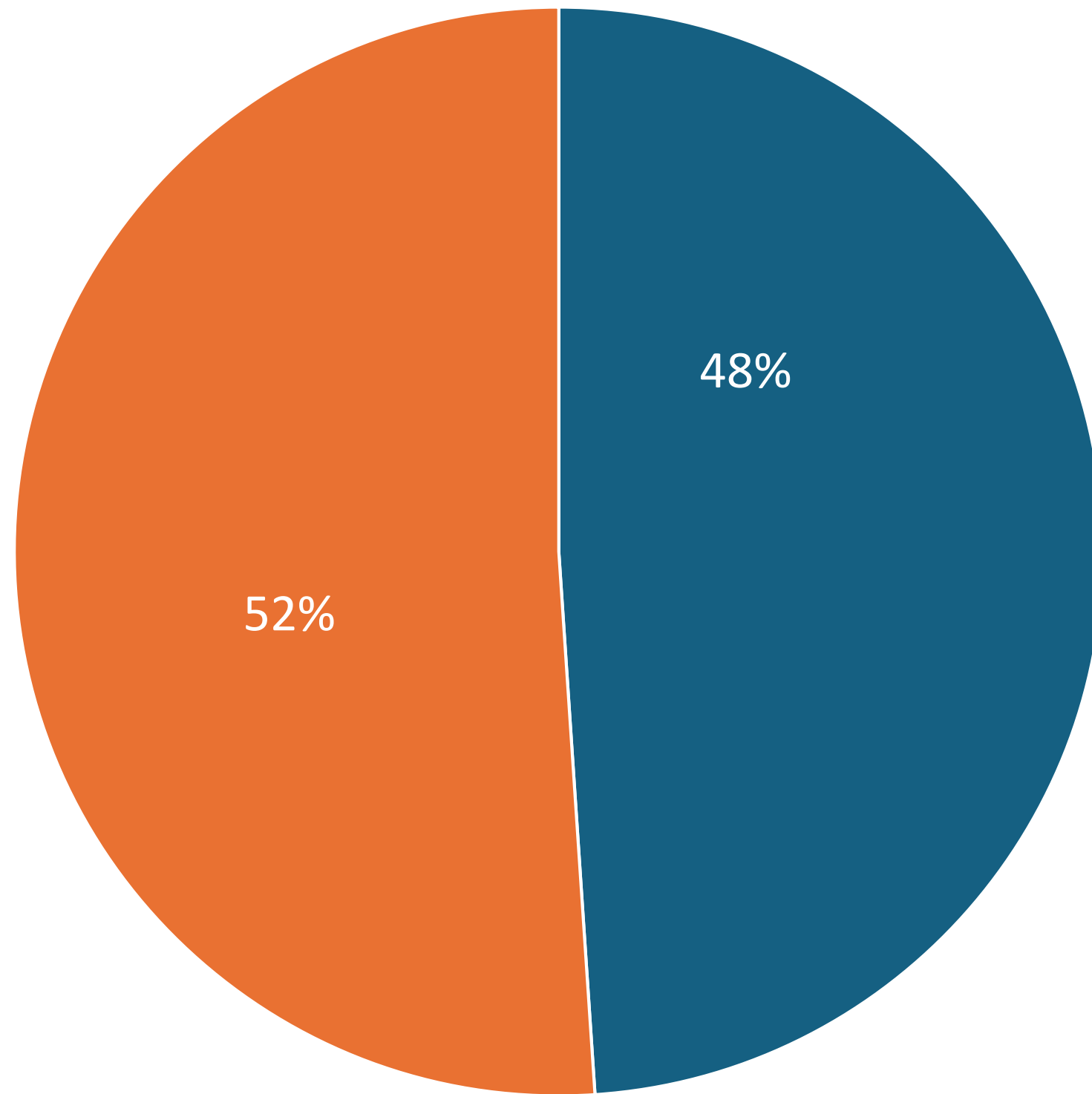
- Maintain access to quality education for every student
- Maximize resources for student benefit
- Minimize disruption where possible
- Ensure transparency and community input in decision-making
- Consider the impact on staff, families, neighborhoods and communities
- Prioritize long-term sustainability in decision-making

ASBA Support has included:

- Facilitation of community forums (5) + prep
- Advisory Committee meetings (4) + prep
- Weekly strategy and planning meetings (12) + prep
- Employee/community updates, website assistance, staff emails and talking points and phone notification scripts (12)
- Community forum materials and handouts (5)
- Videos (10) including script development, filming, editing and production
- Photos
- Surveys (4)
- Social media posts and captions package (1)
- Translation services for both written and spoken collateral (Spanish and Somali)

2 Choice Survey Results Data

All Responses



■ Option 1 ■ Option 2

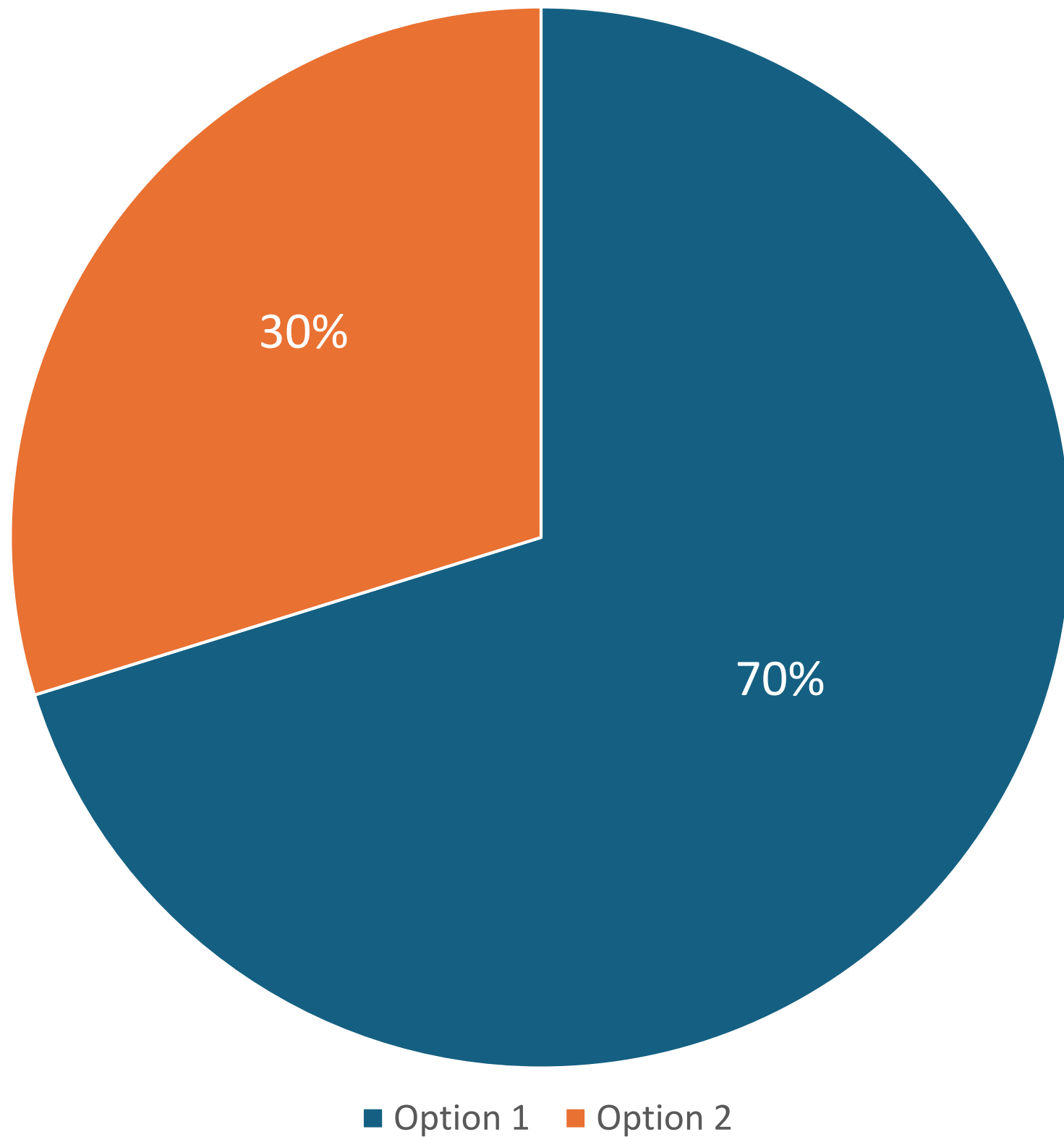
Option 1:

Close one school site (the specific location is yet to be determined) and reduce the workforce by approximately **30 positions** across the district. Special education programming in the district will **not change**. This option would also include an estimated **2%** salary increase for staff during the **2026-2027** school year and potentially in the **2027-2028** school year.

Option 2:

Do not close a school site but implement a staff reduction of approximately **50 positions** across the district. Special education programming in the district will **not change**. This option would involve an estimated **1%** salary increase for staff in the **2026-2027** school year, with the possibility of no raise in the **2027-2028** school year if overall district enrollment does not increase by **100 students**.

Student Responses



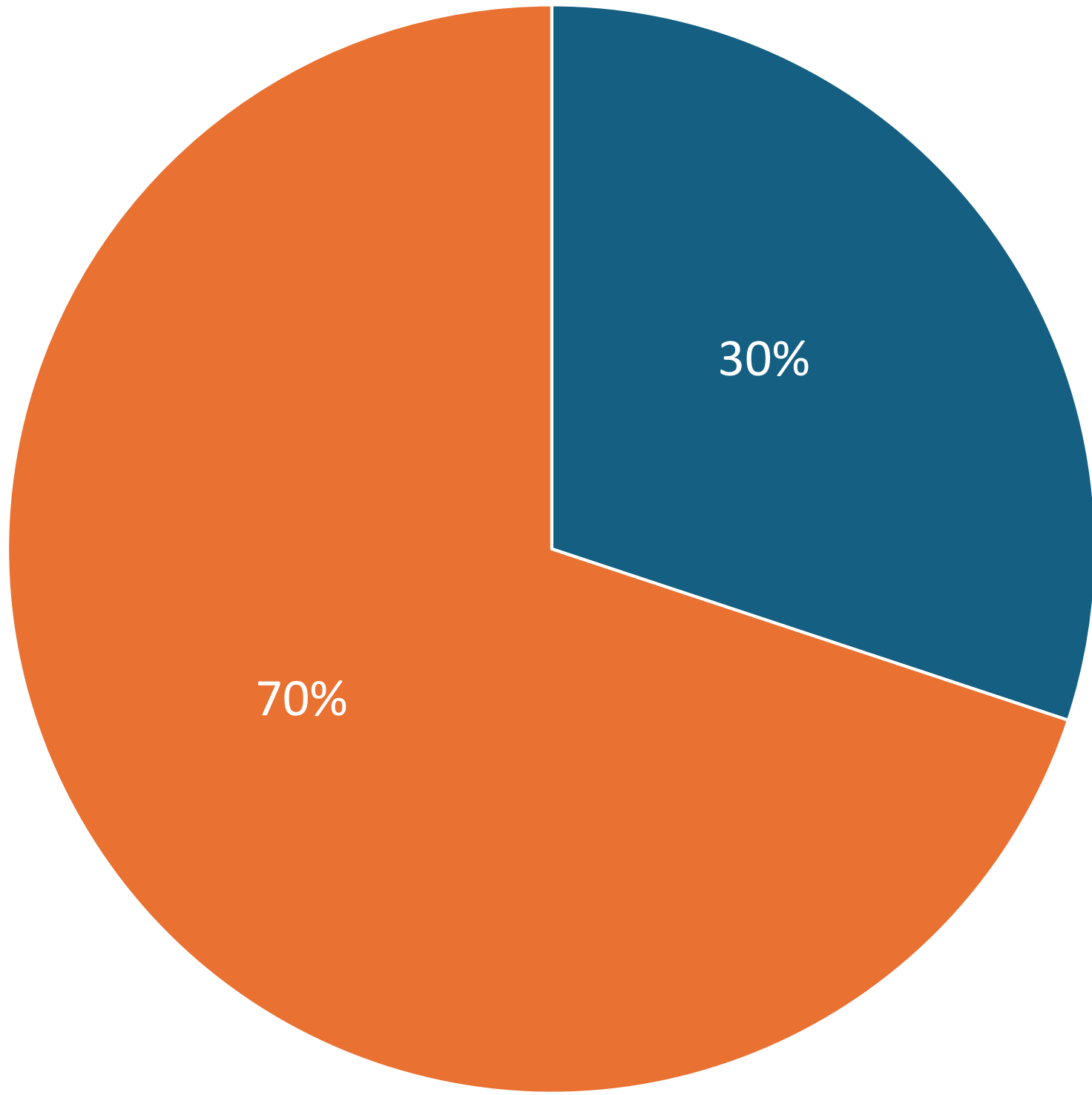
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Parent Responses



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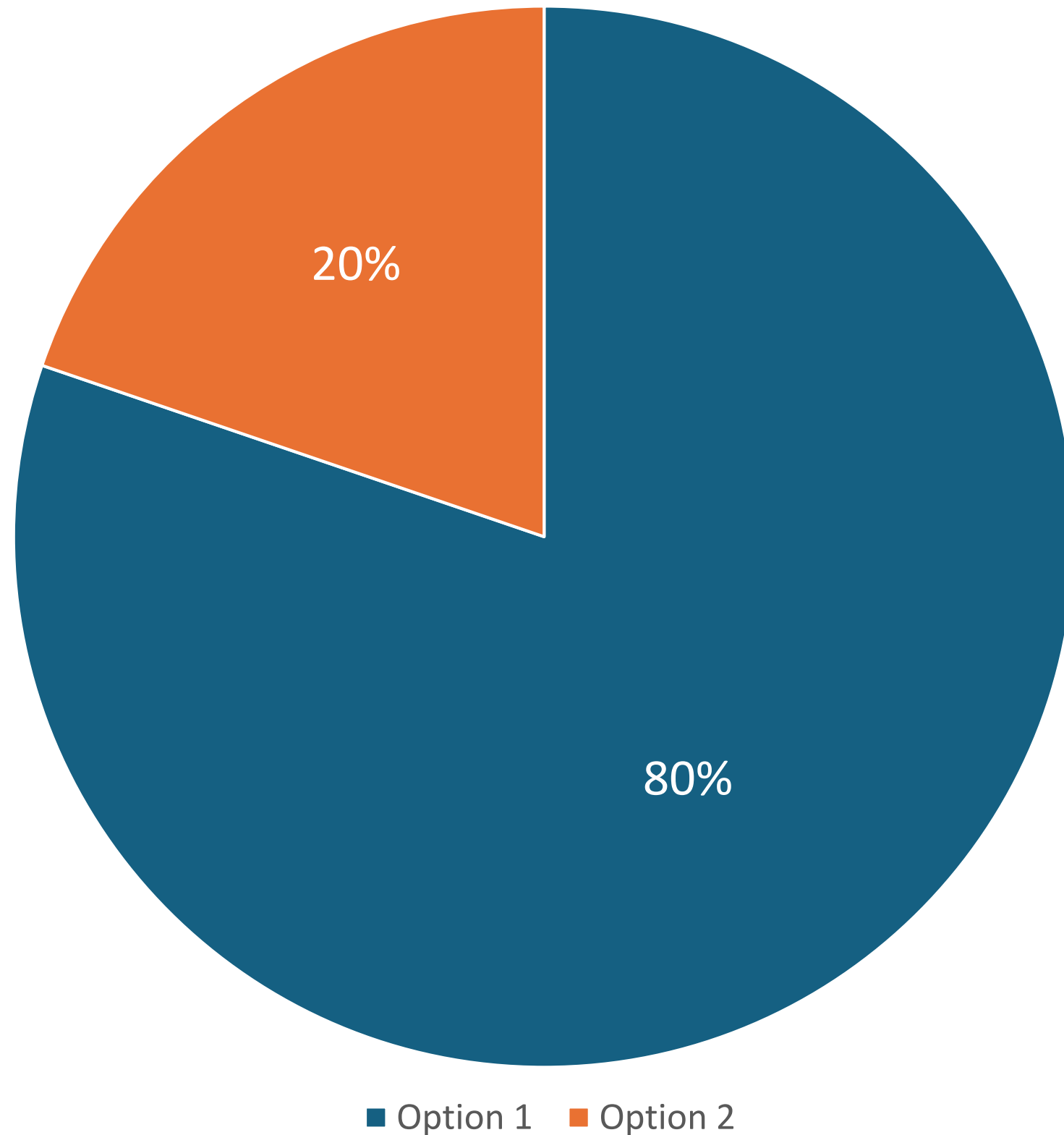
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Certified Staff Responses



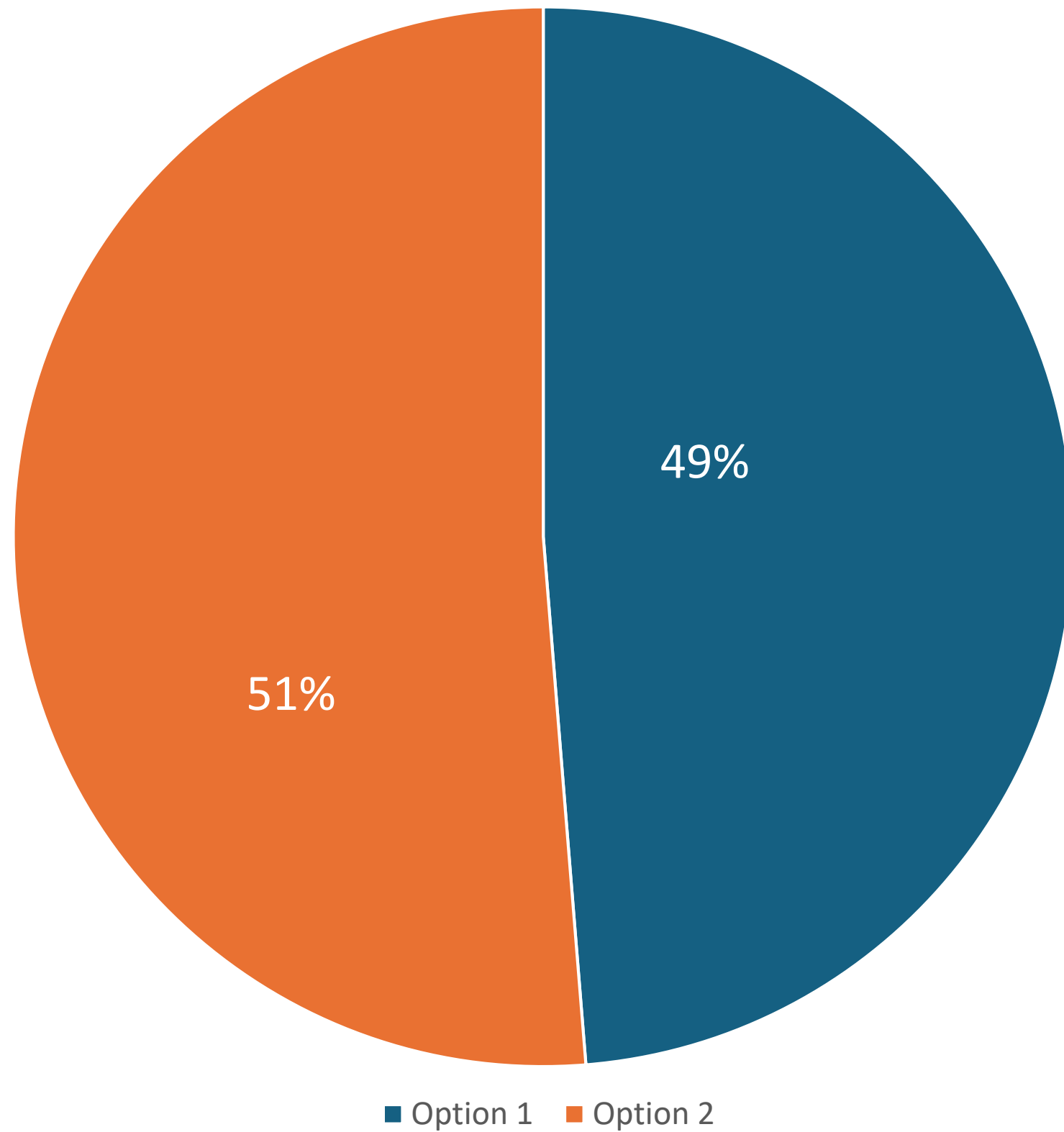
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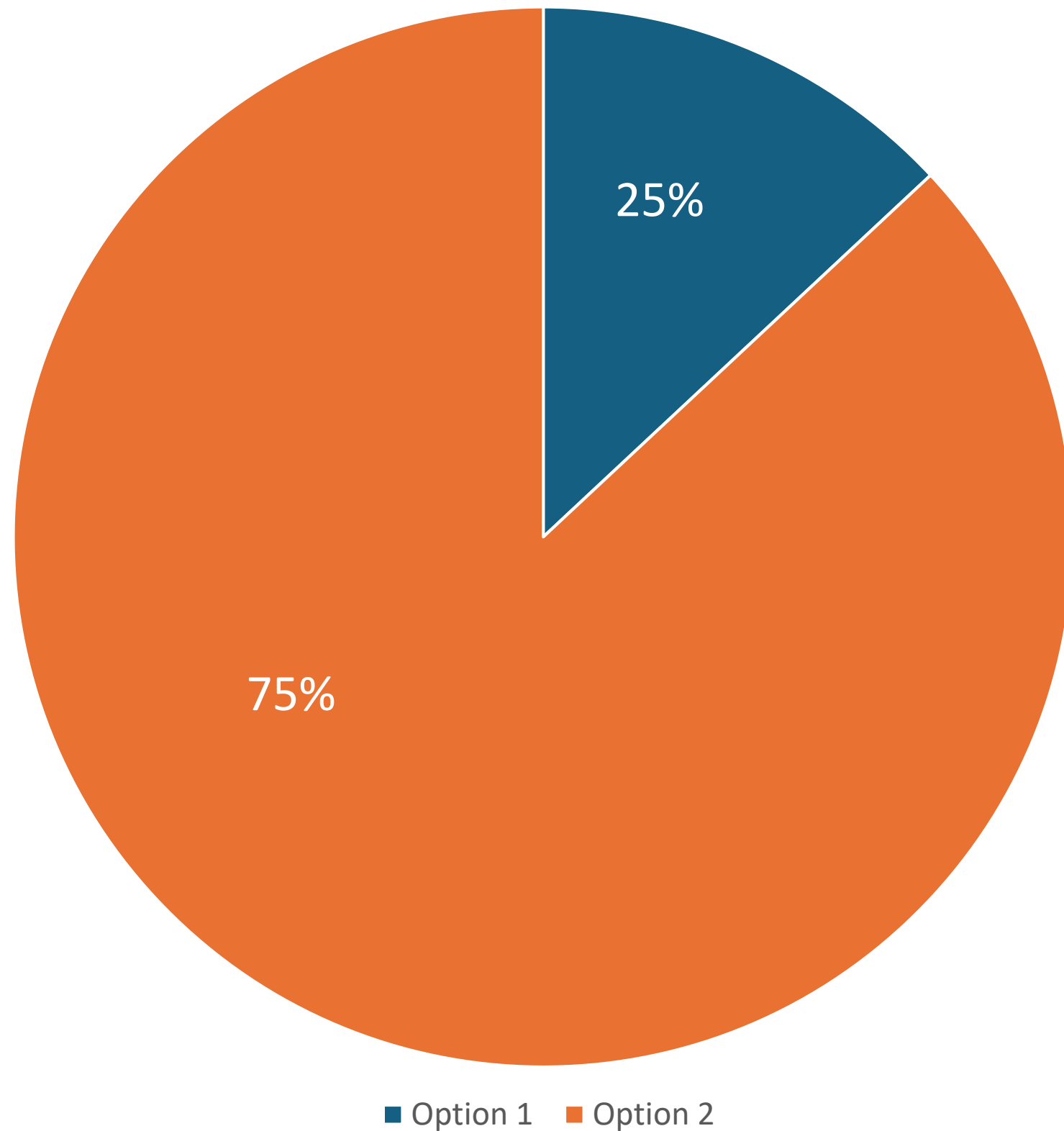
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Community Member

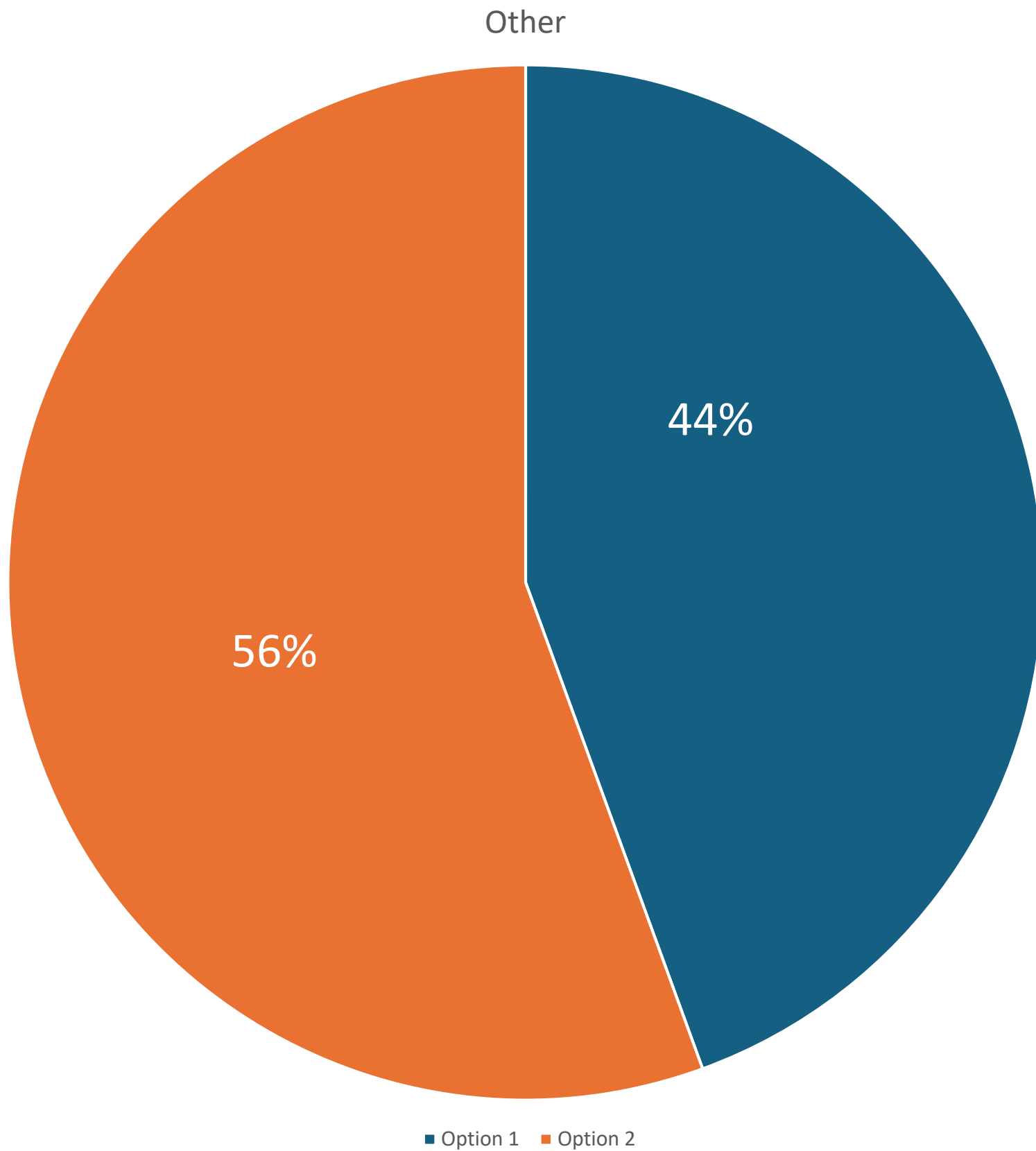


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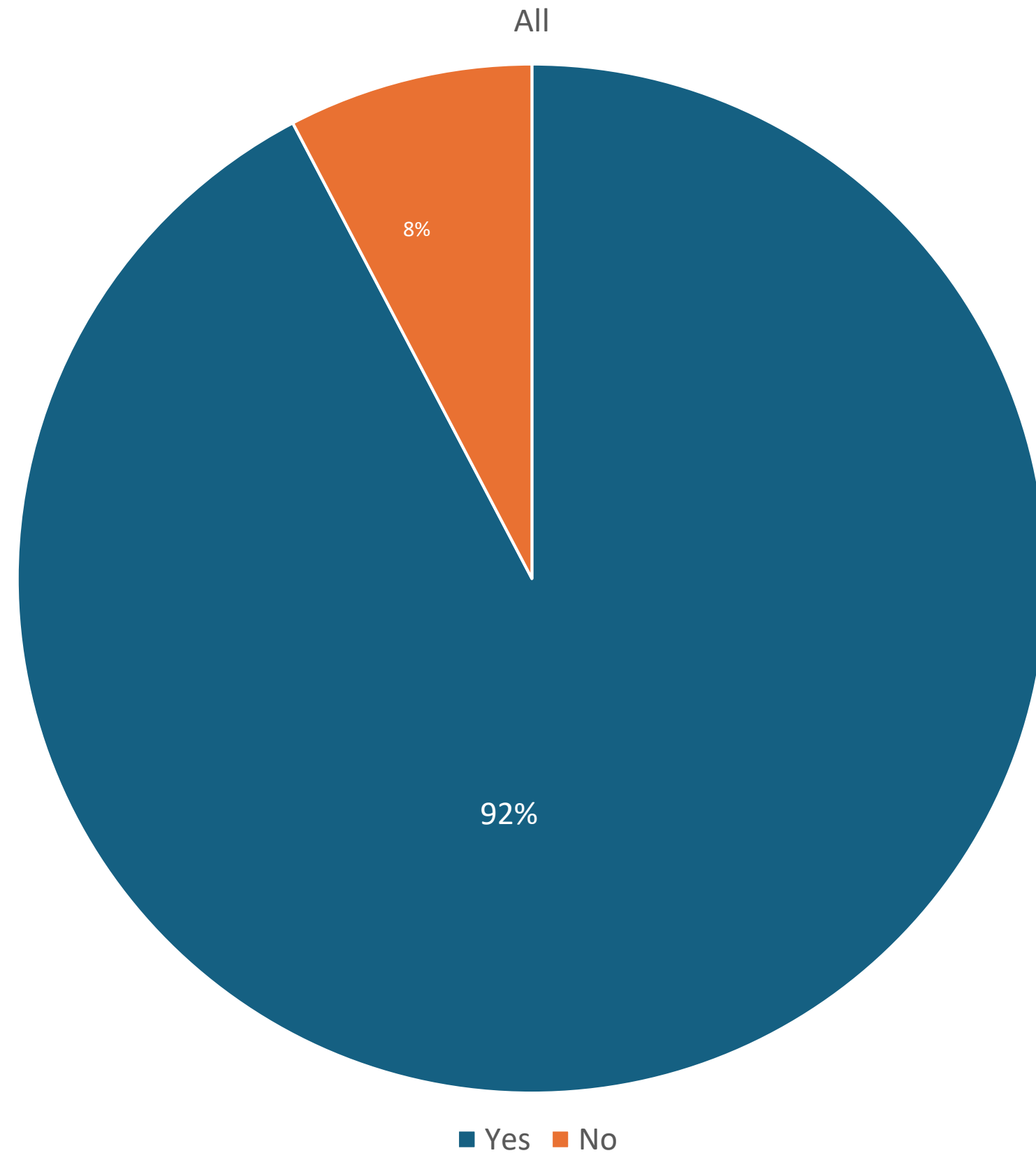
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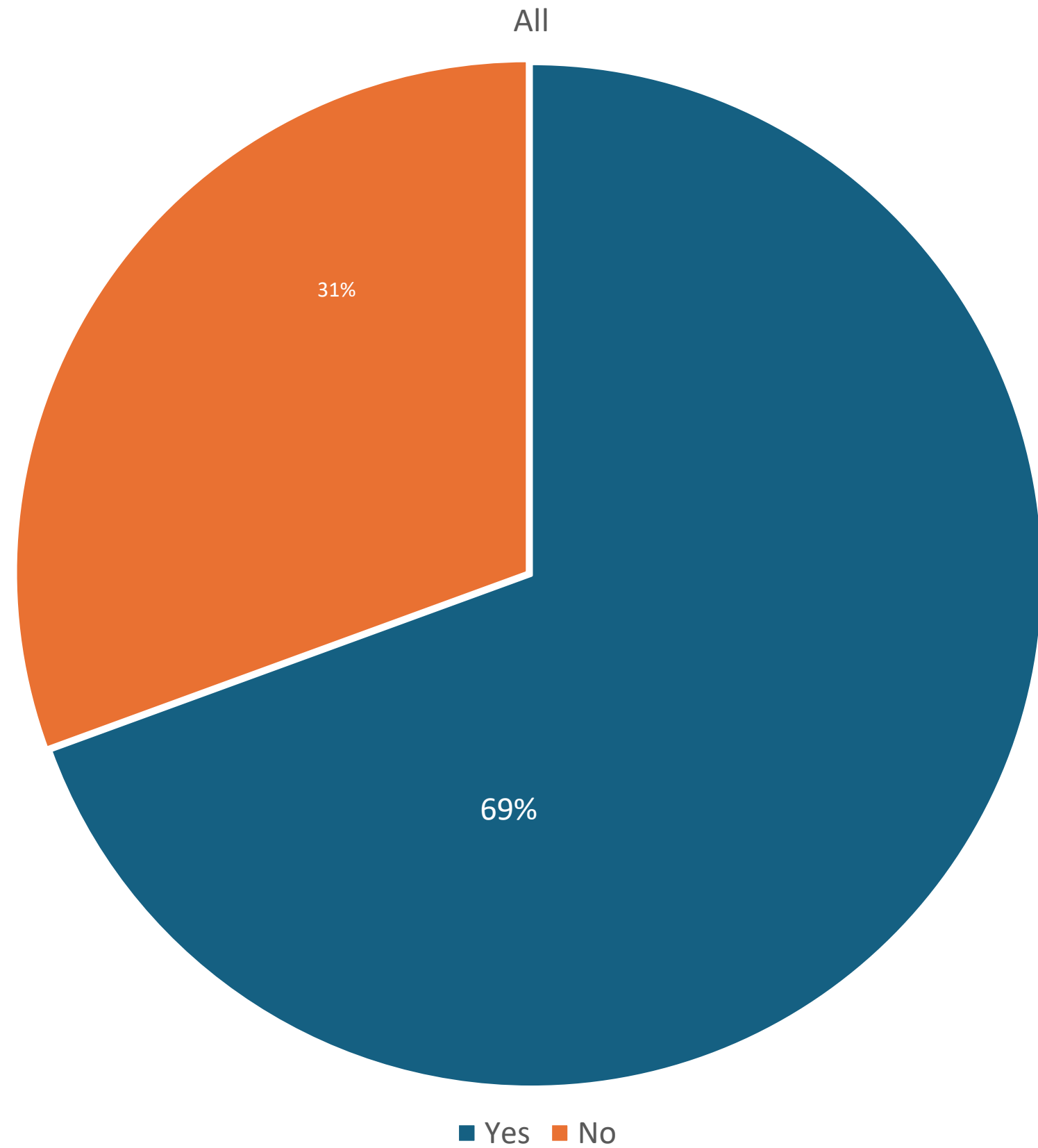
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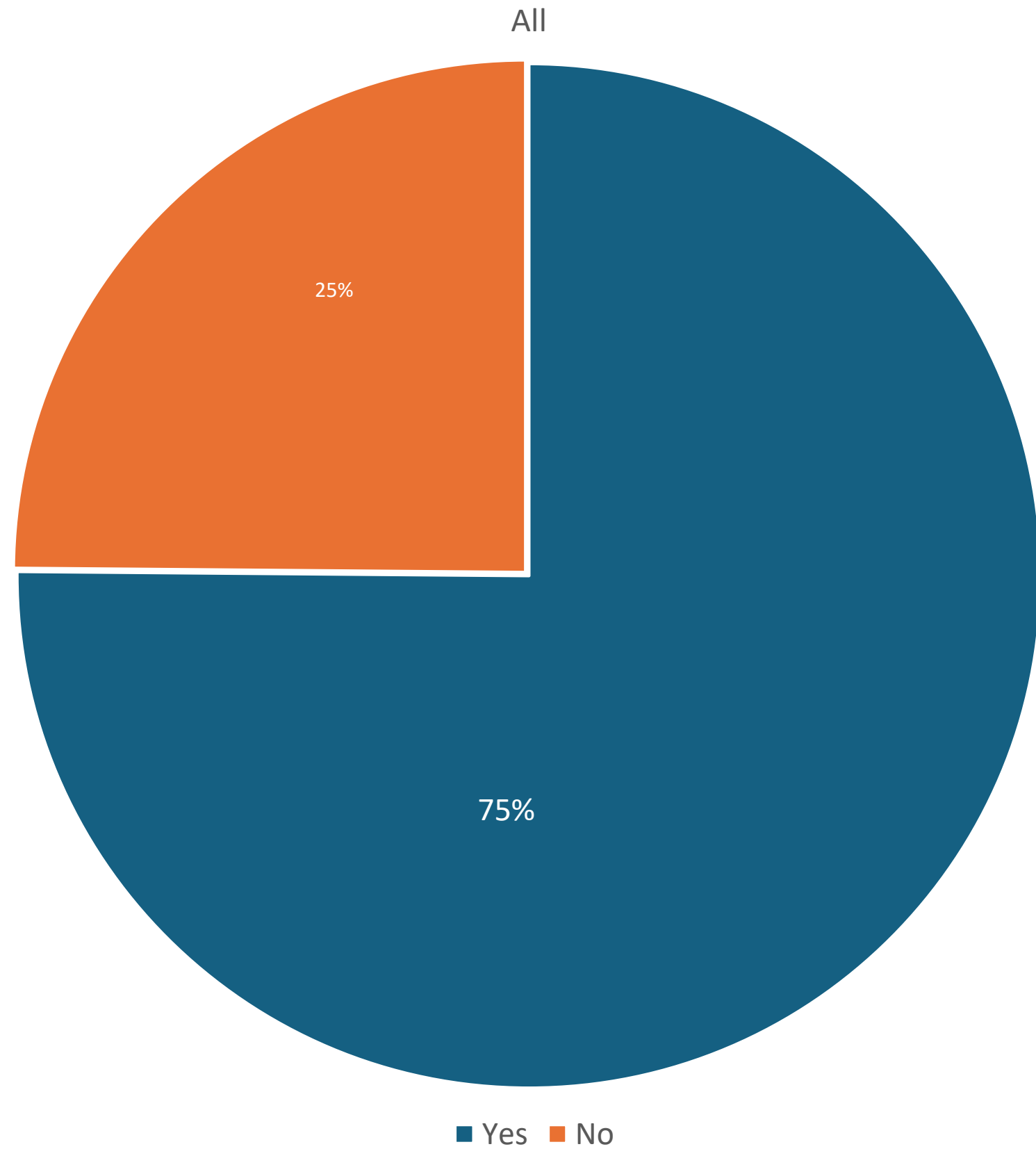
Intend to Return
Survey Results Data

3. If there is a school closure but it is not at your site, would you choose to remain employed by the district for the 2026-2027 school year?

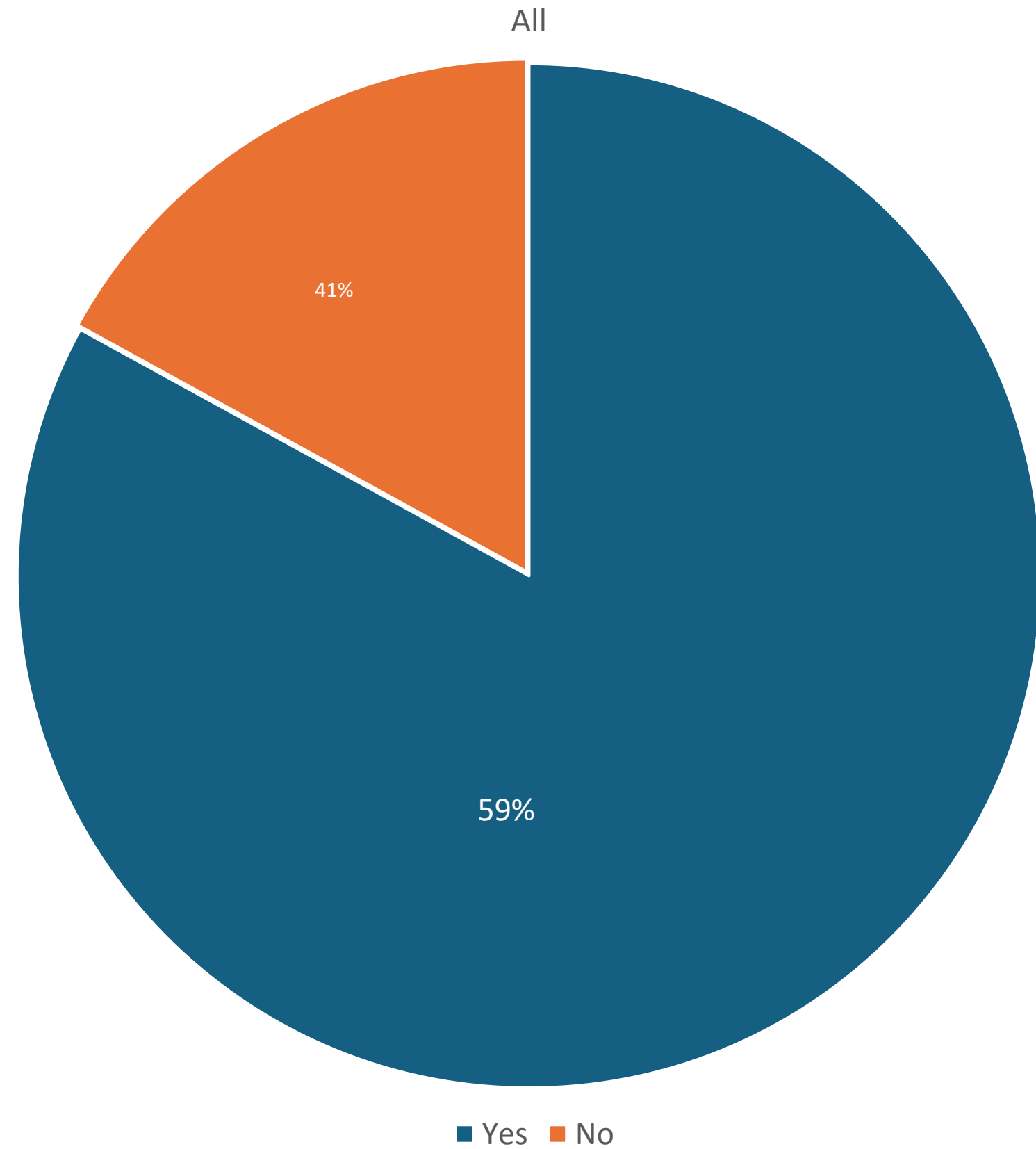




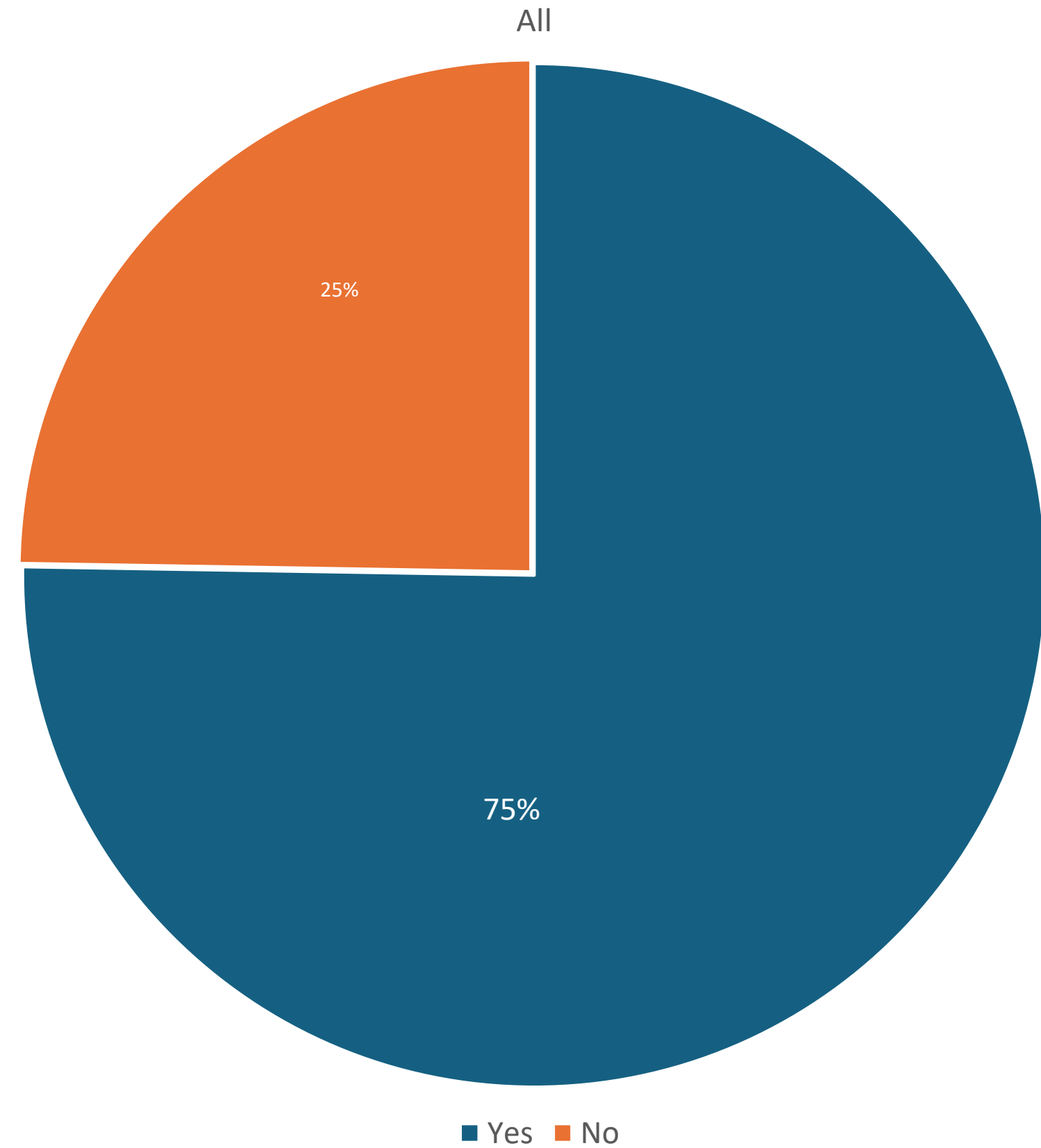
4. If your school closes, would you choose to remain employed by the district for the 2026-2027 school year?



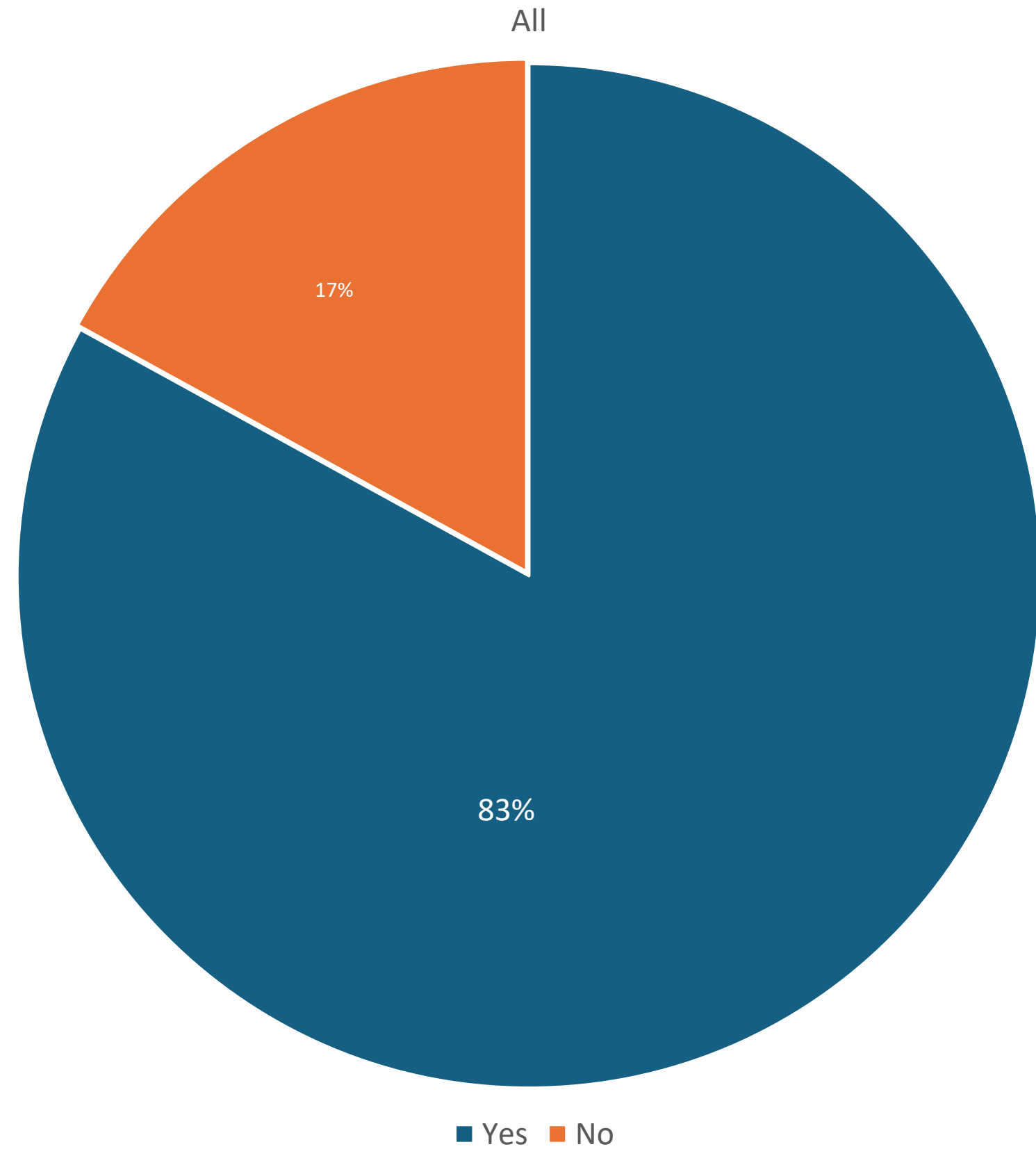
5. If all schools remain open but there is a large-scale reduction in force, would you choose to remain employed by the district for the 2026-2027 school year?



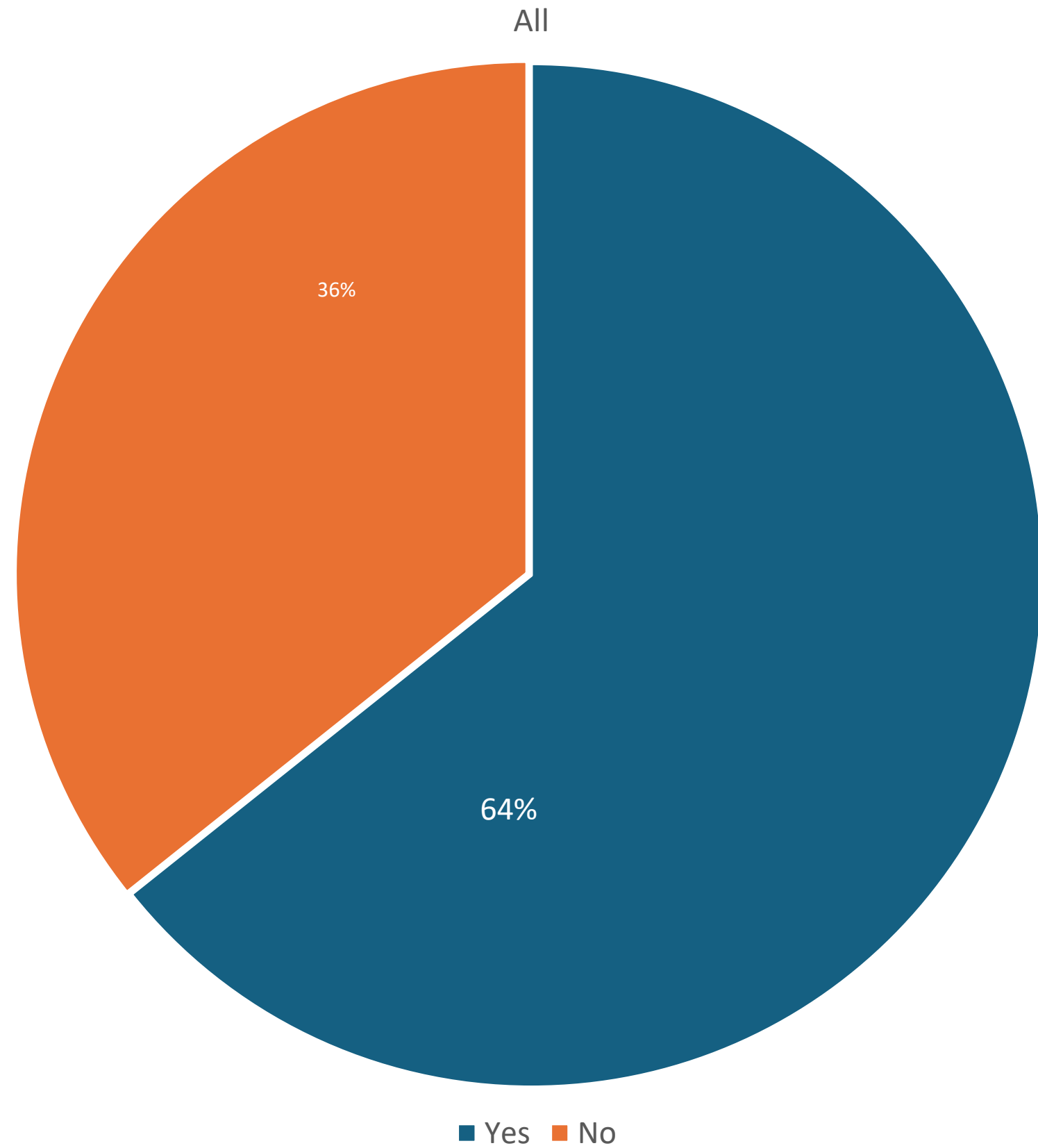
6. If class sizes increase to adhere to governing board policy IIB, would you choose to remain employed by the district for the 2026-2027 school year?



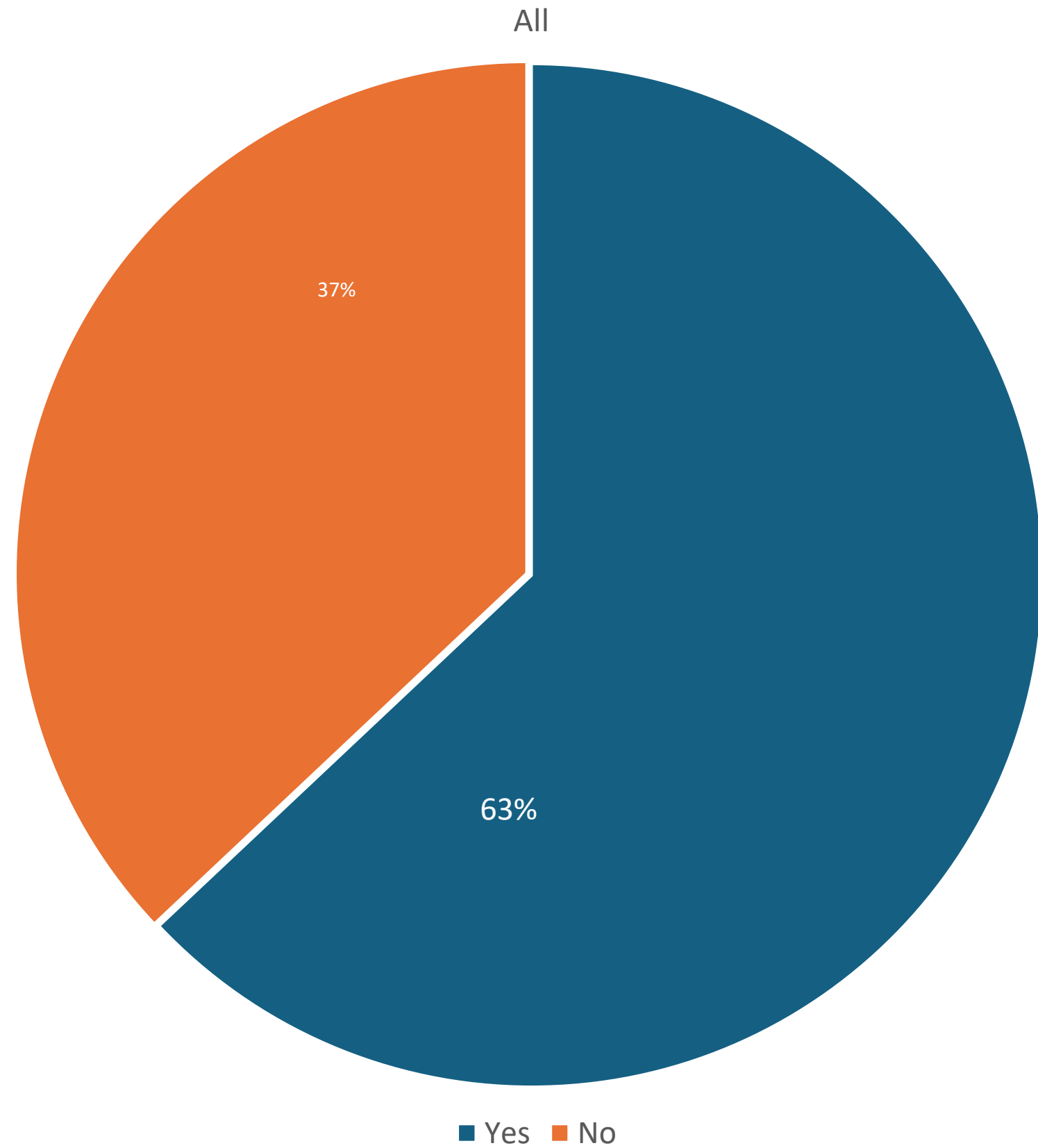
7. If there are no salary raises for the next two years, would you choose to stay in your current position within the district?



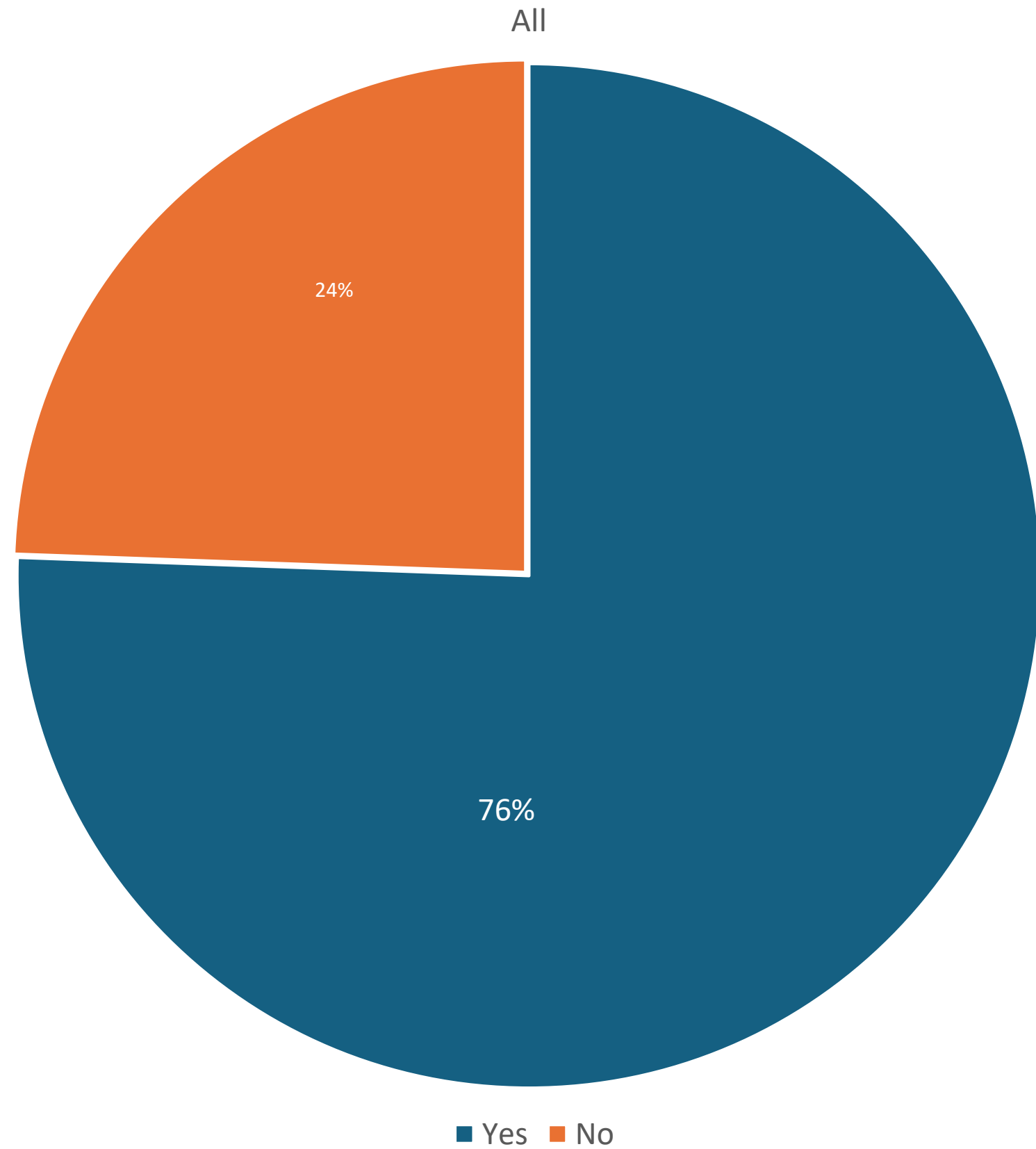
8. If your school closes and you were placed at a different site but in the same grade level or position, would you choose to remain employed by the district for the 2026-2027 school year?



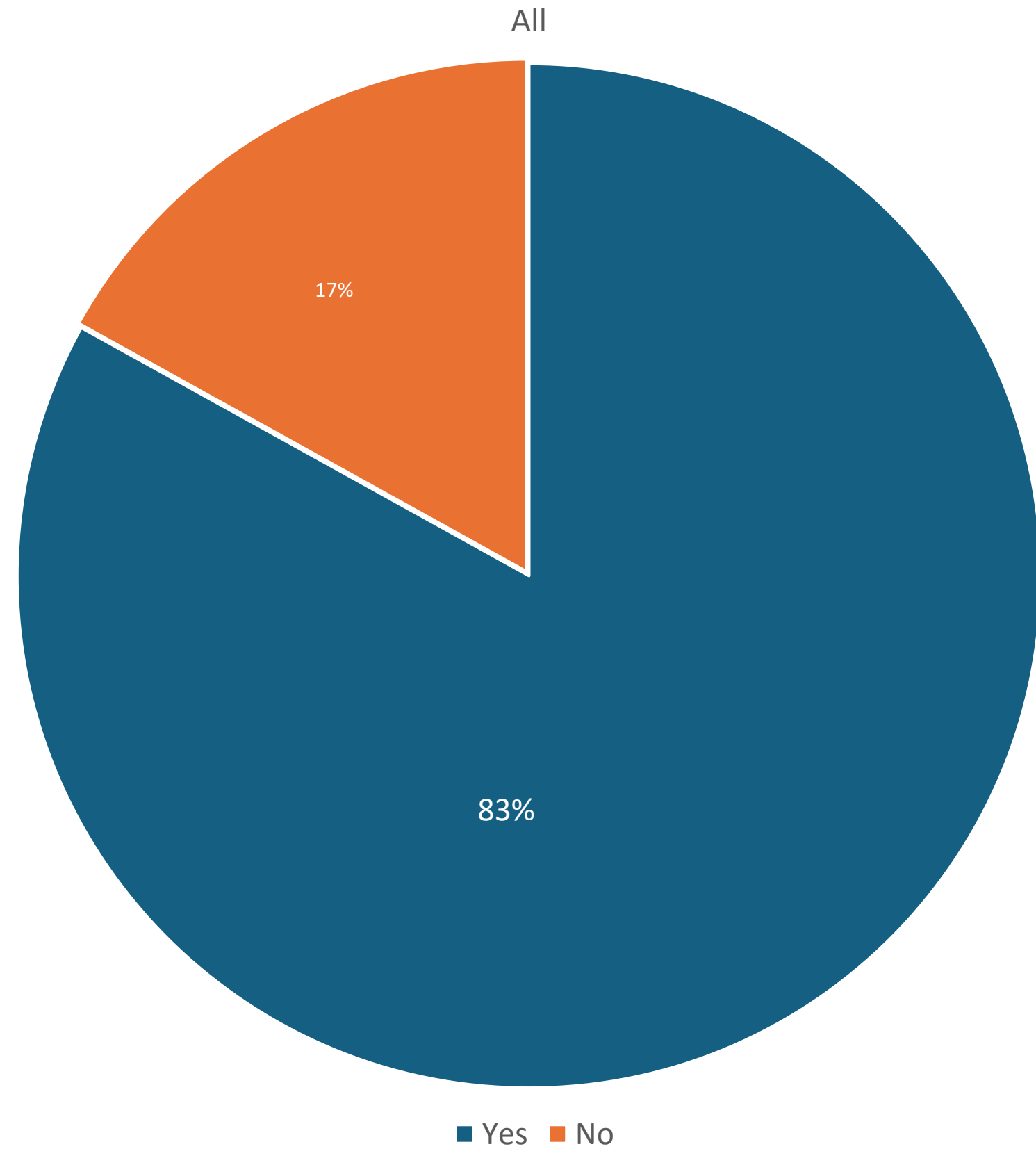
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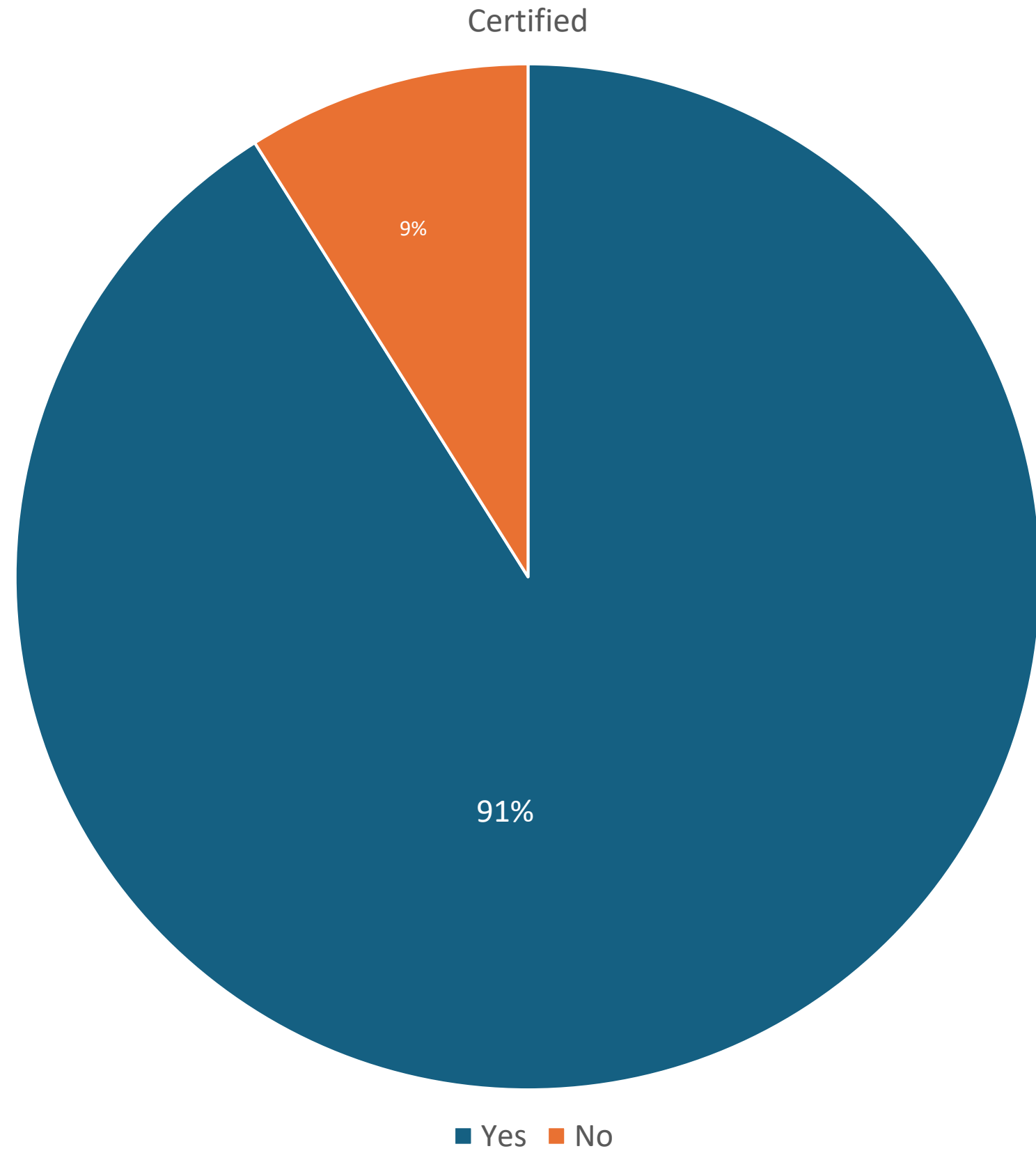
10. Would you choose to remain employed by the district in the 2026-2027 school year if there is a change in the Principal position at your site?



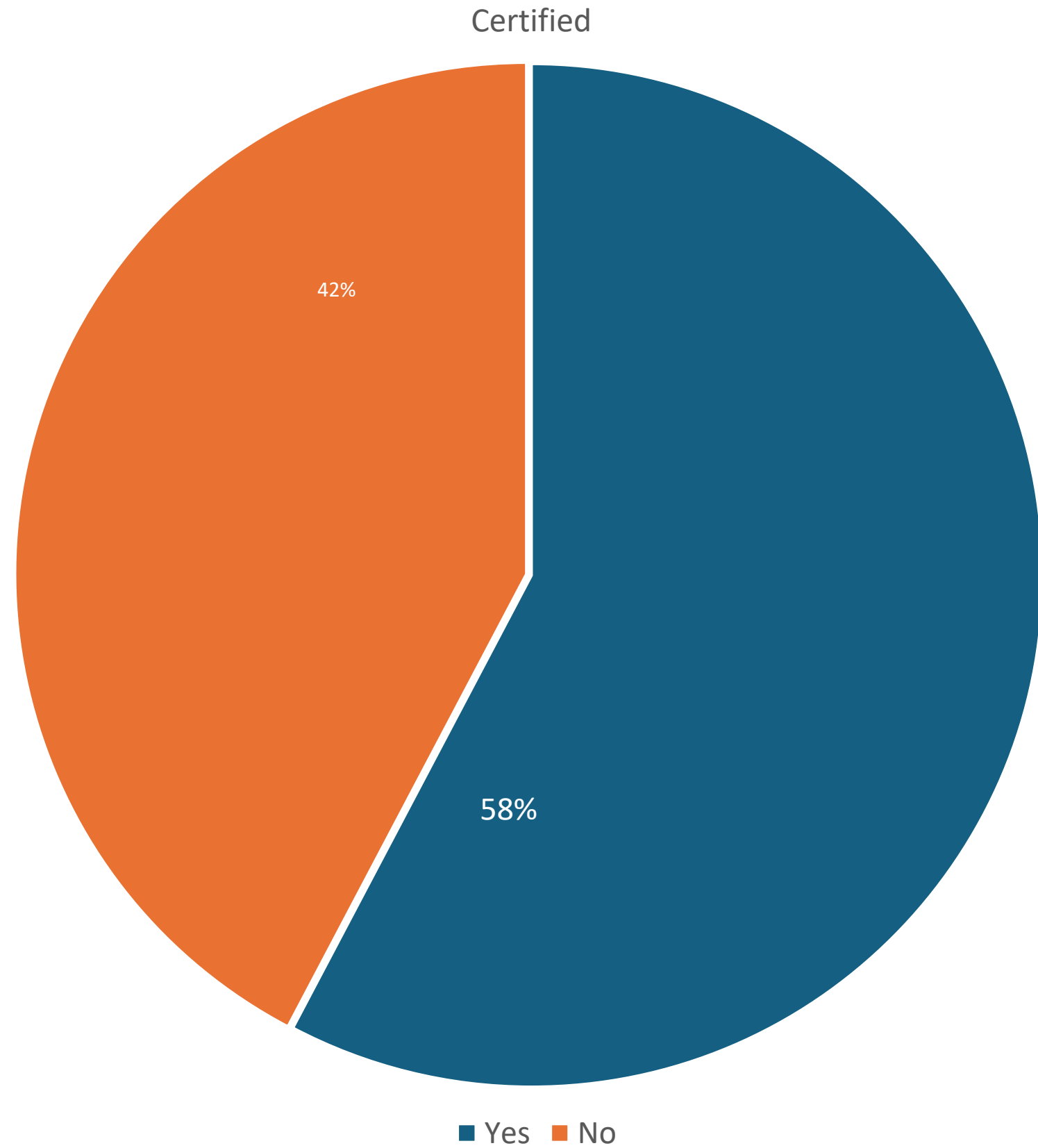
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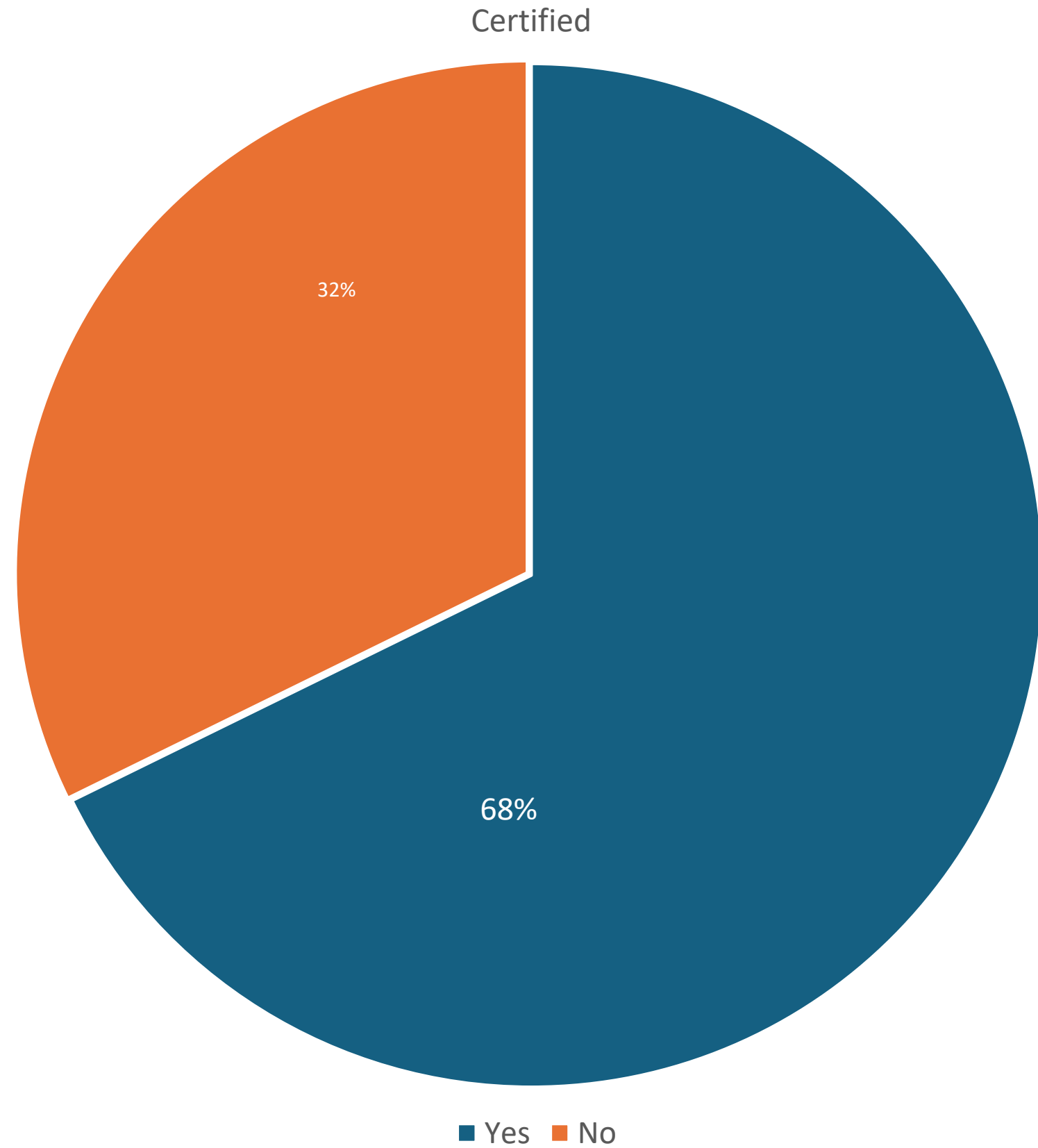
12. Would you choose to remain employed by the district in the 2026-2027 school year if there is a change in the Academic Dean position at your site?



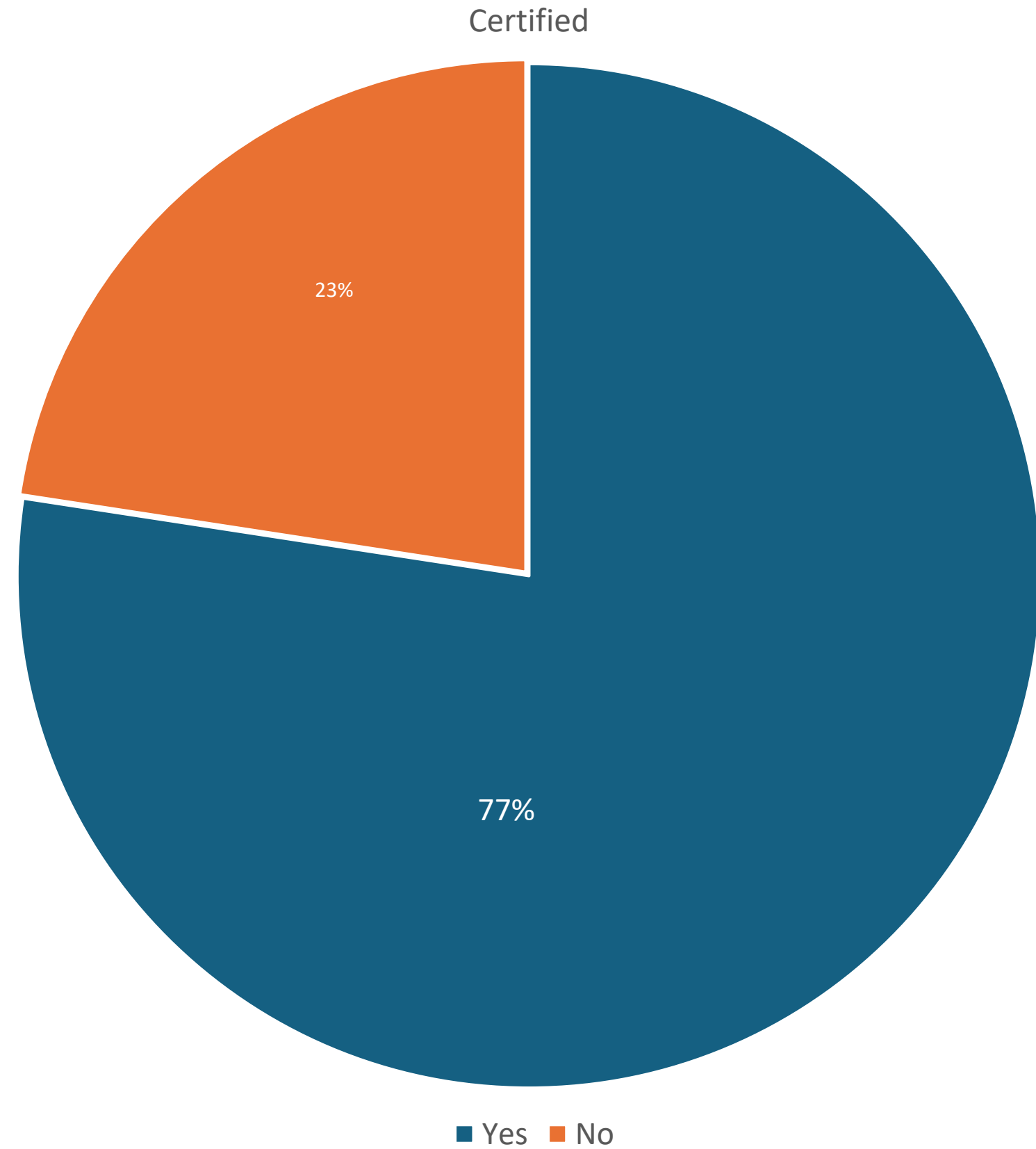
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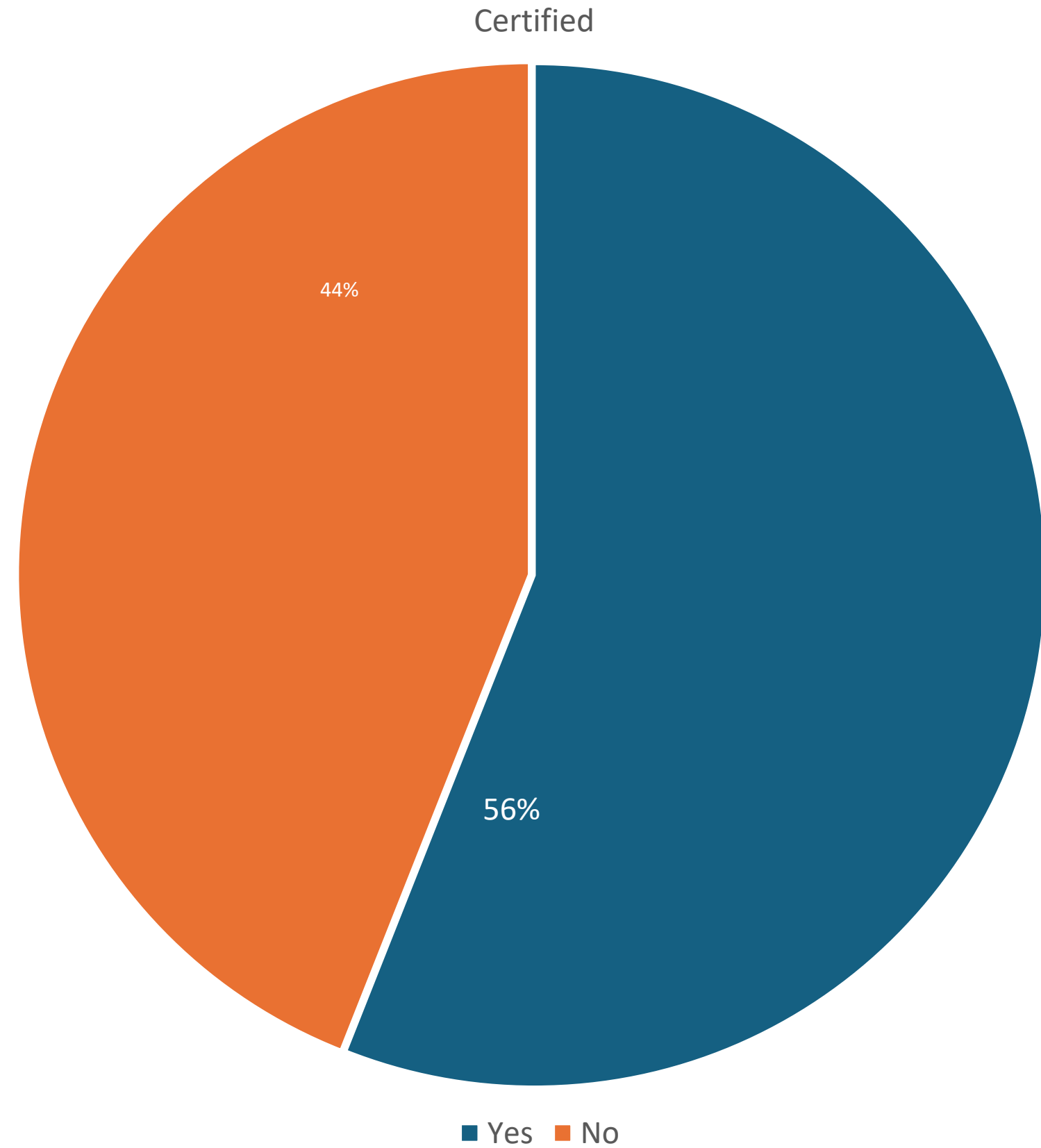
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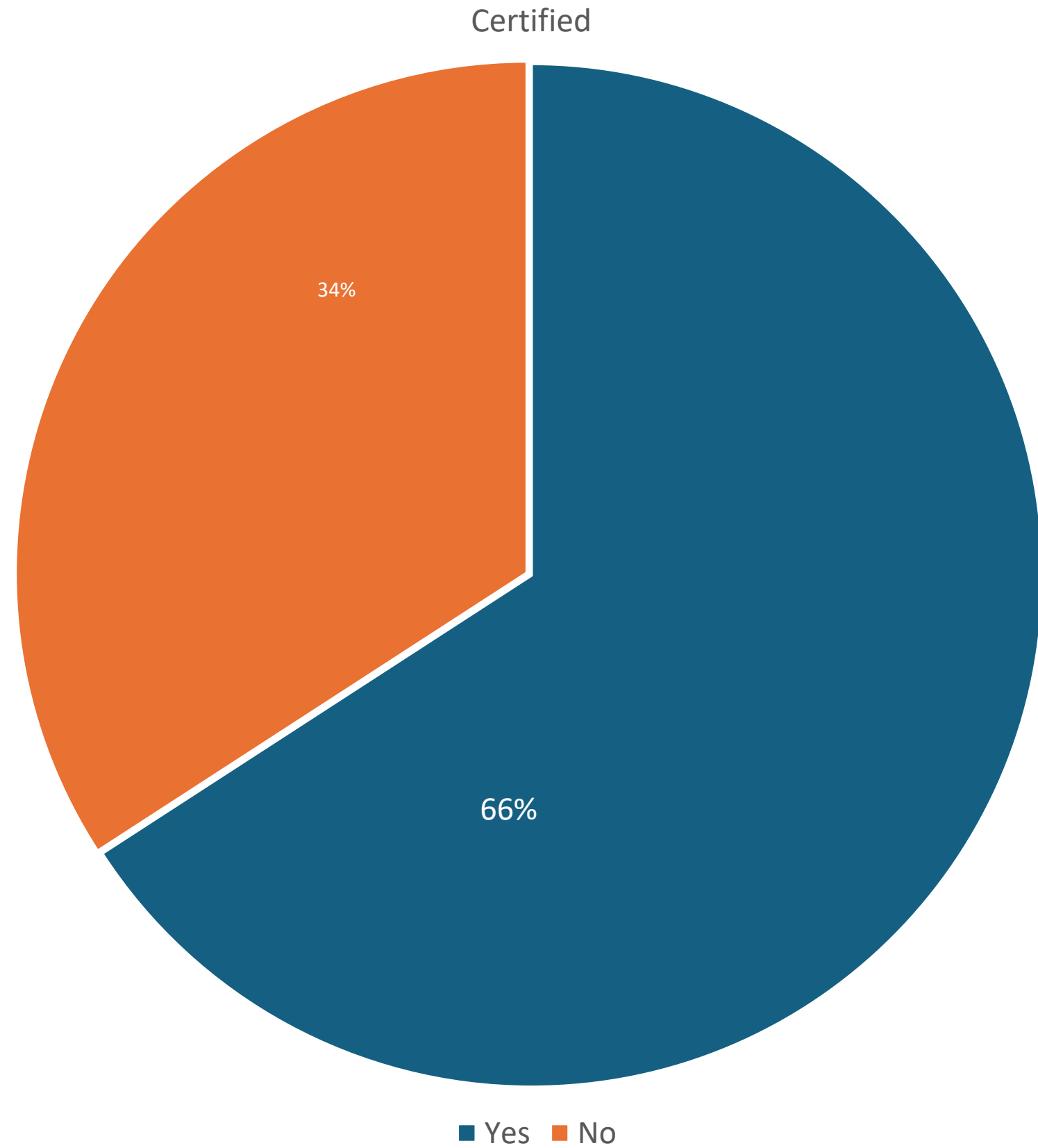
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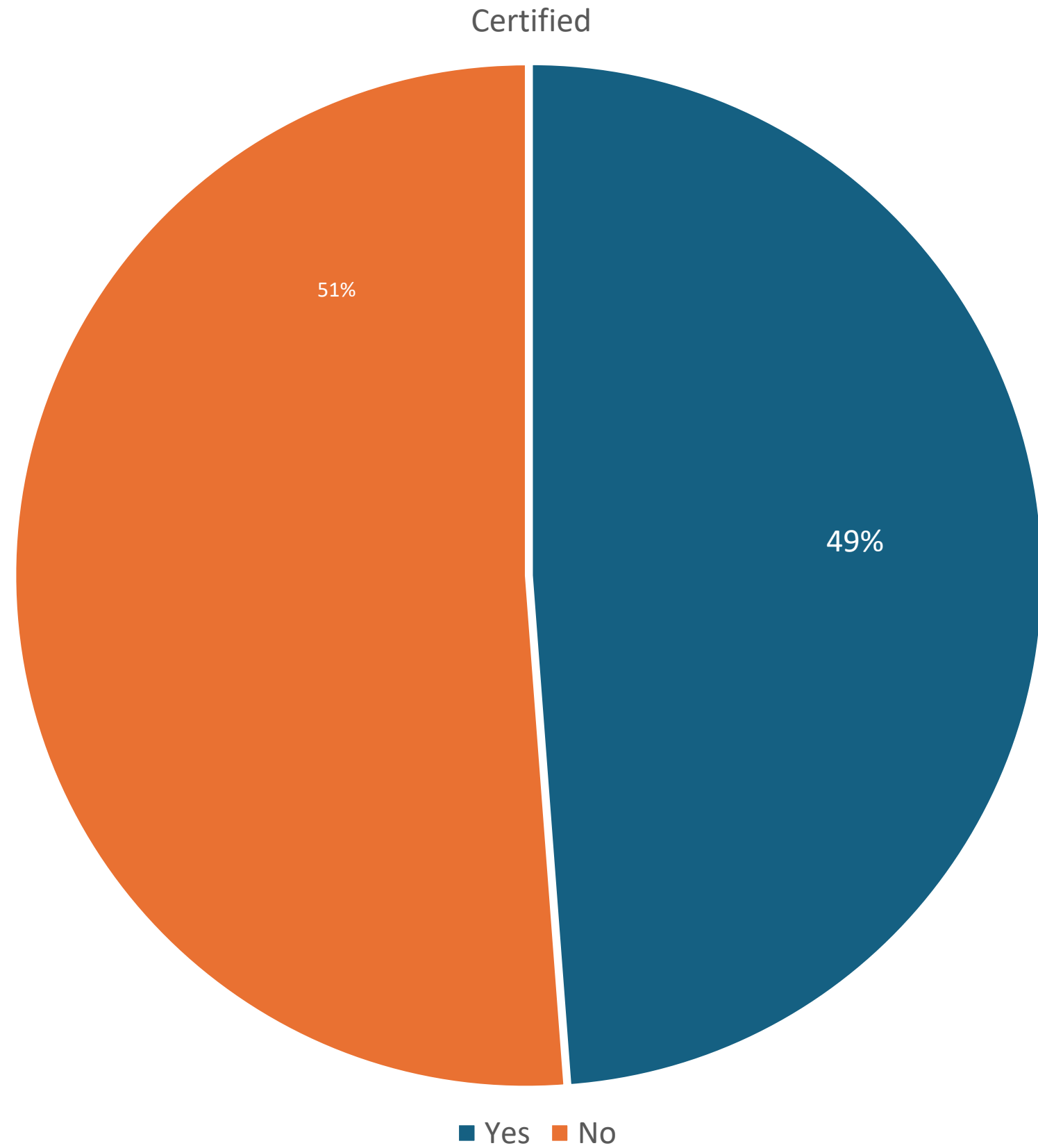
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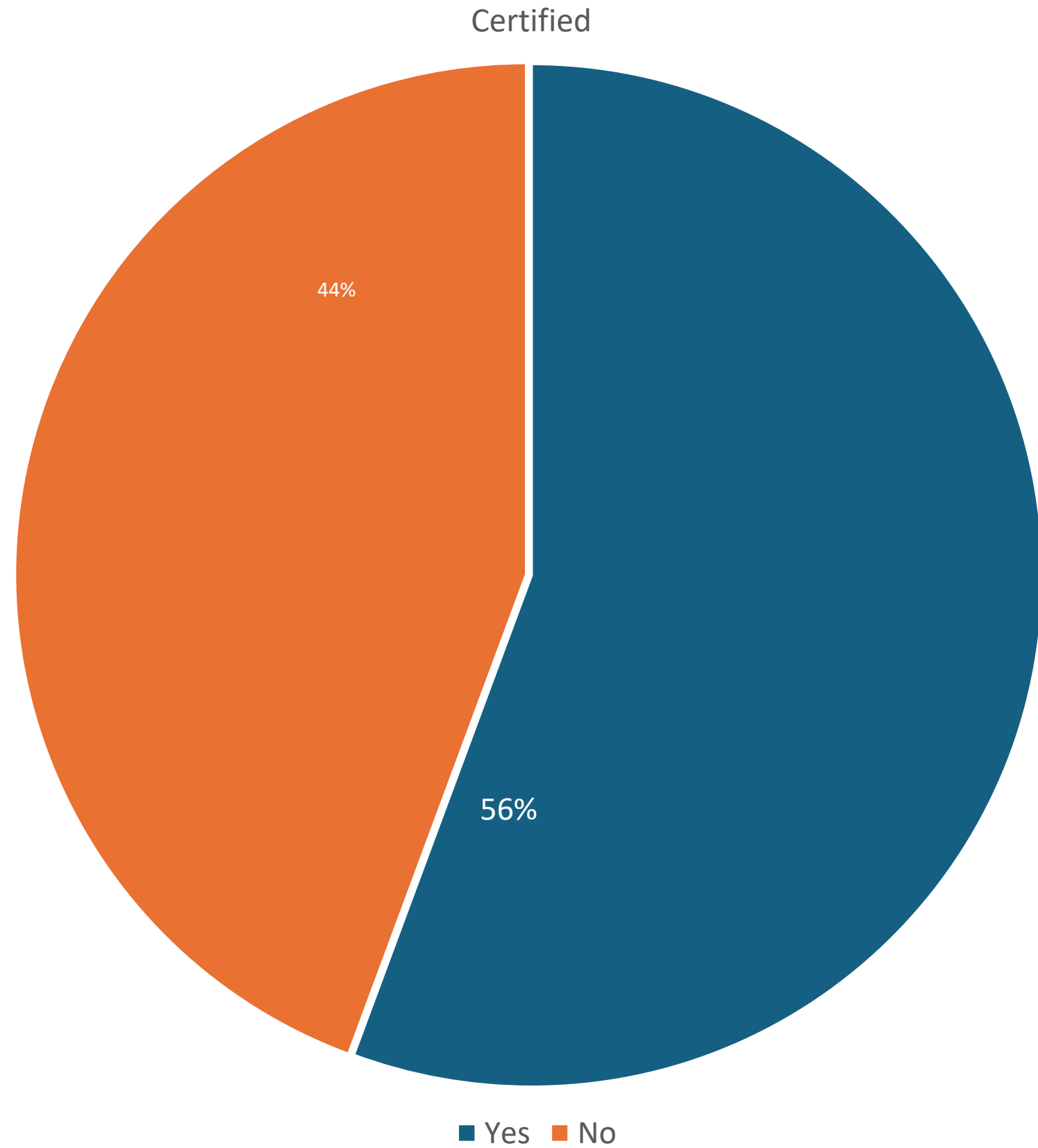
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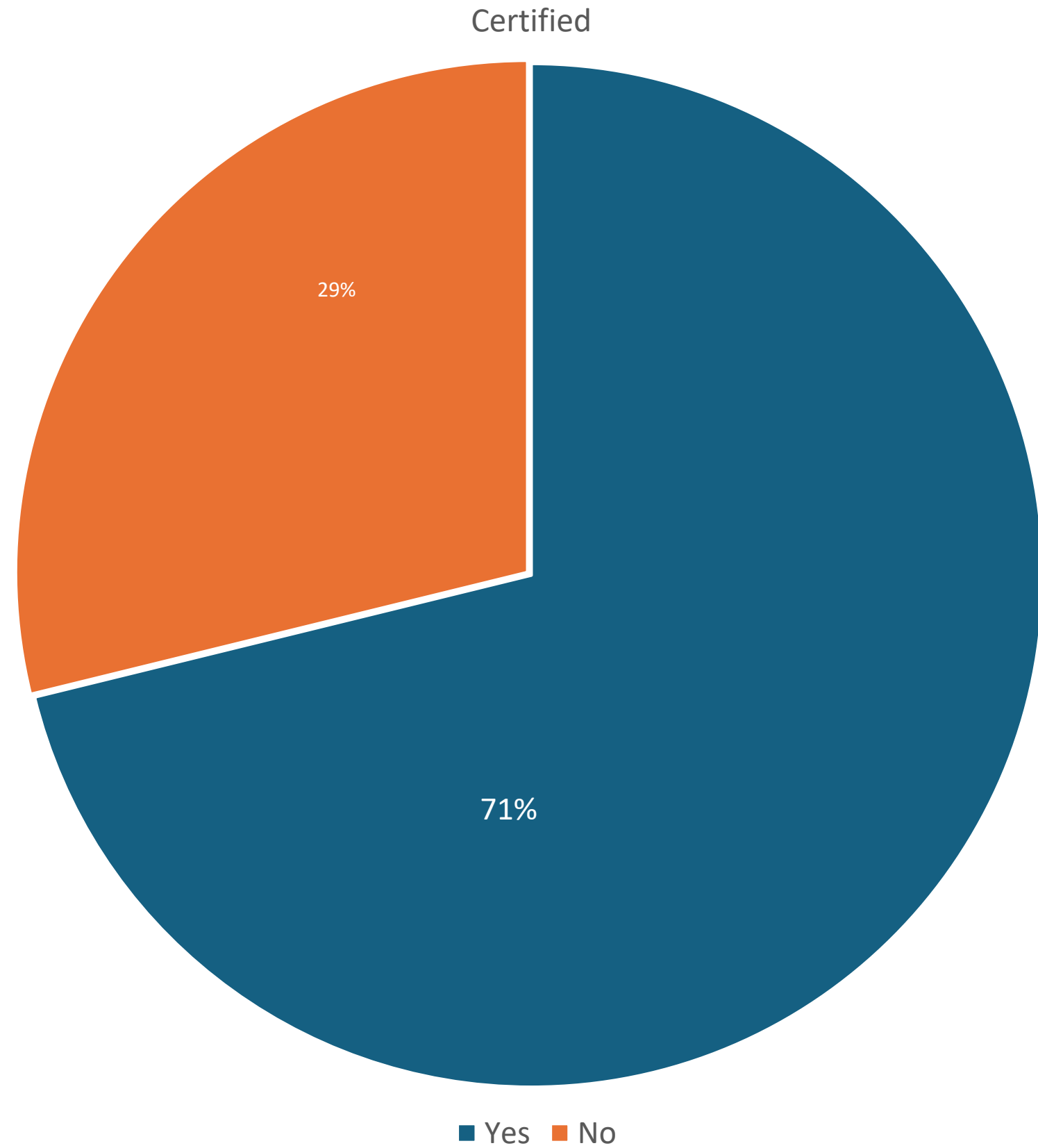
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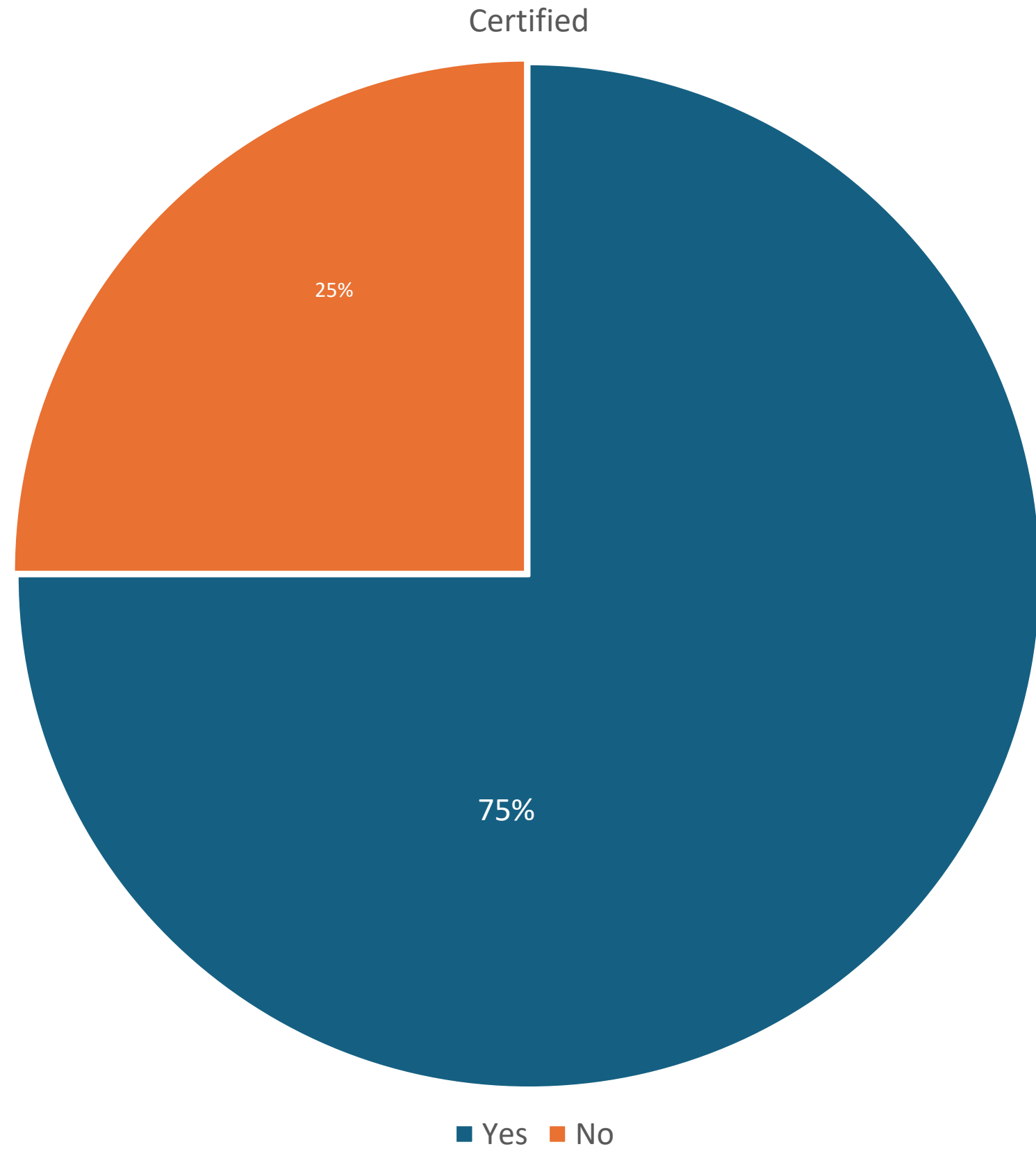
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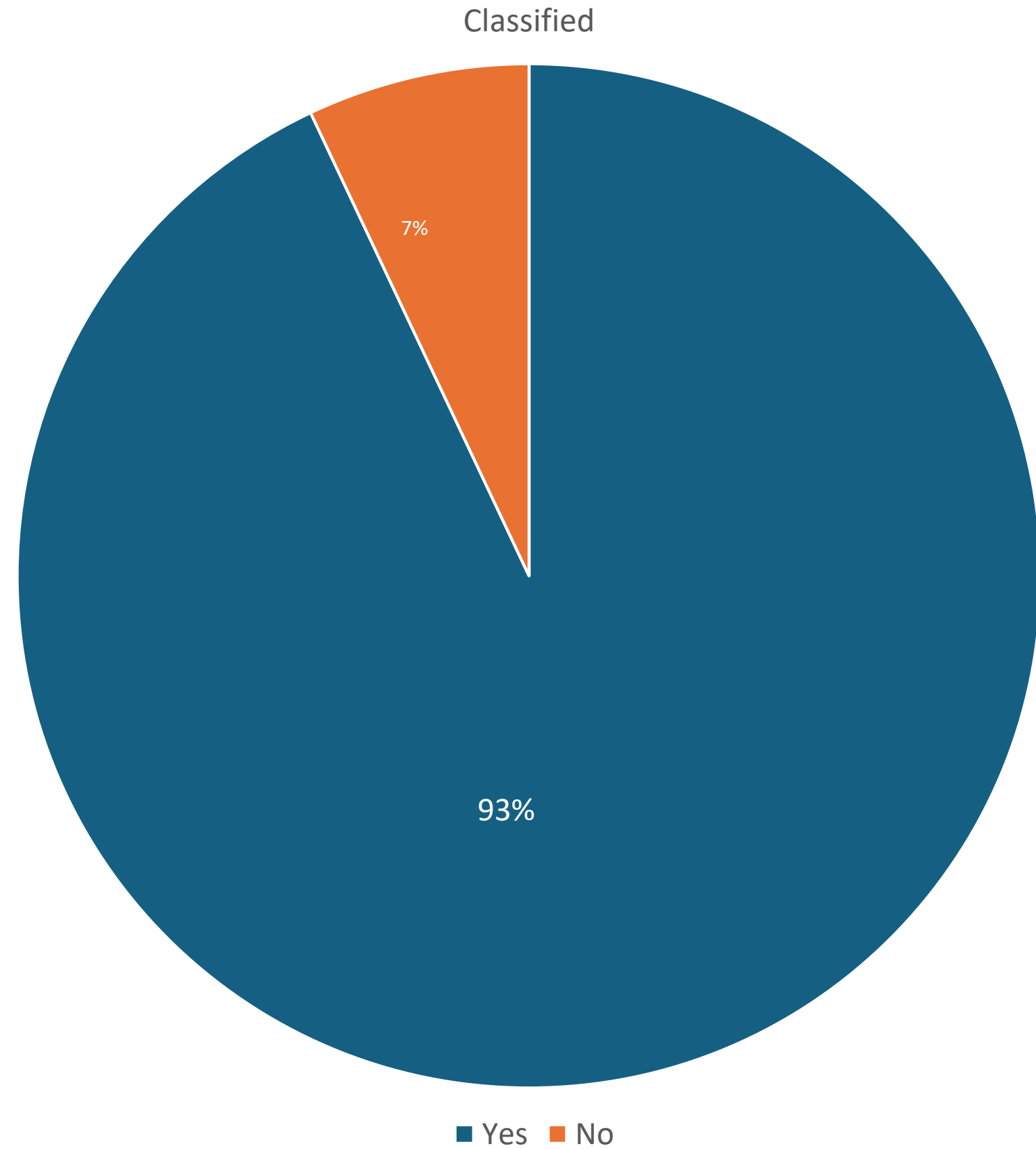
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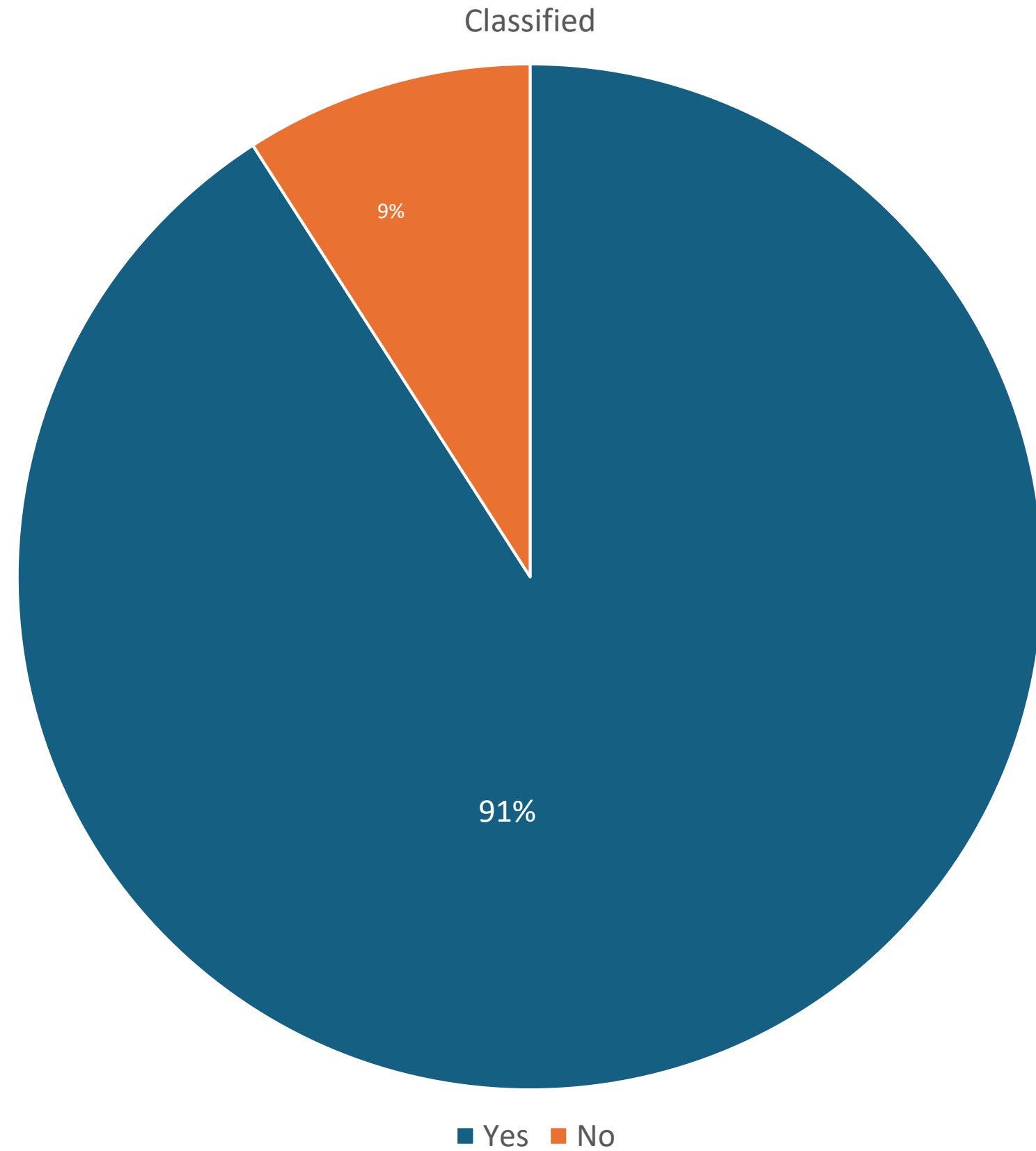
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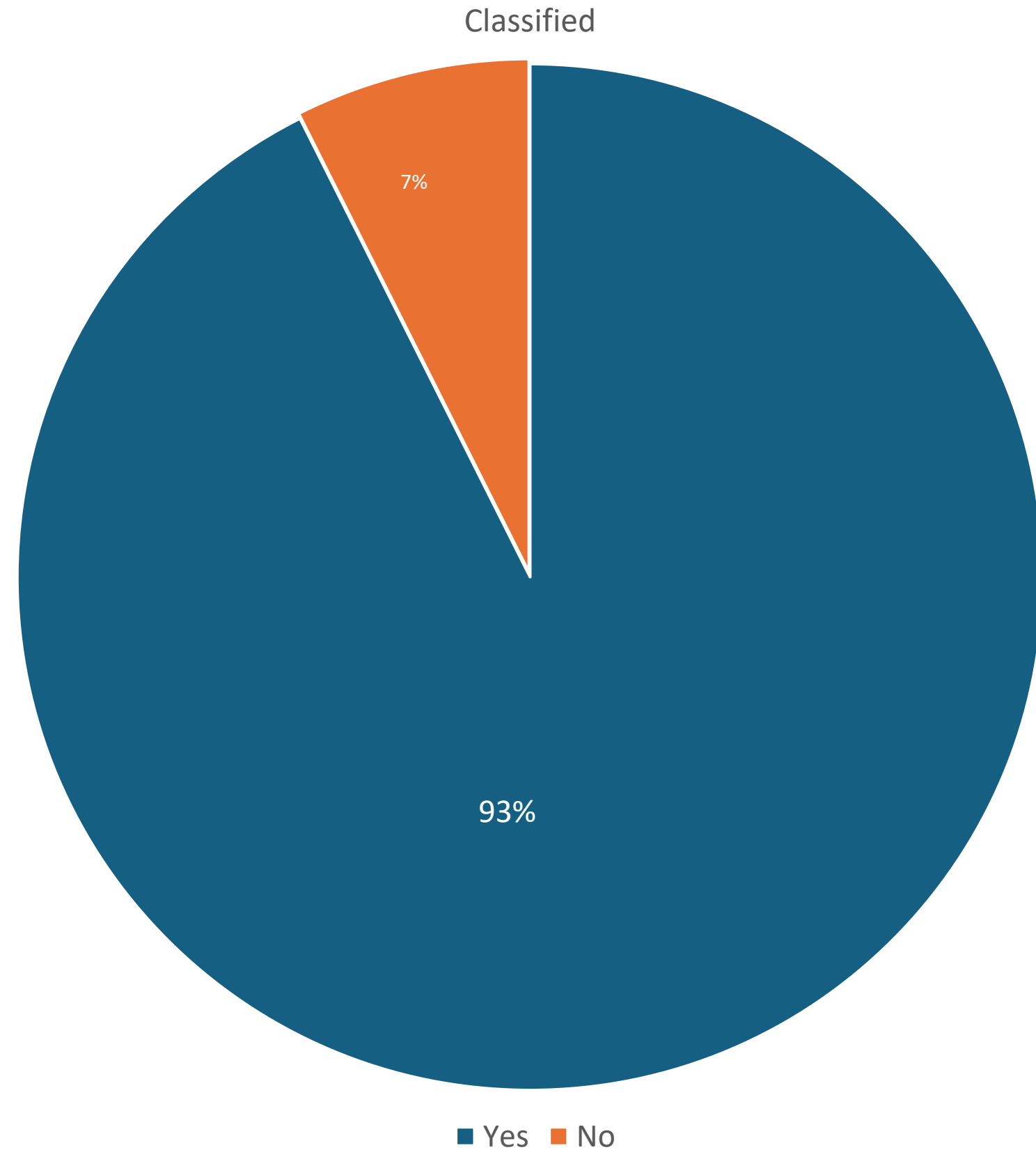
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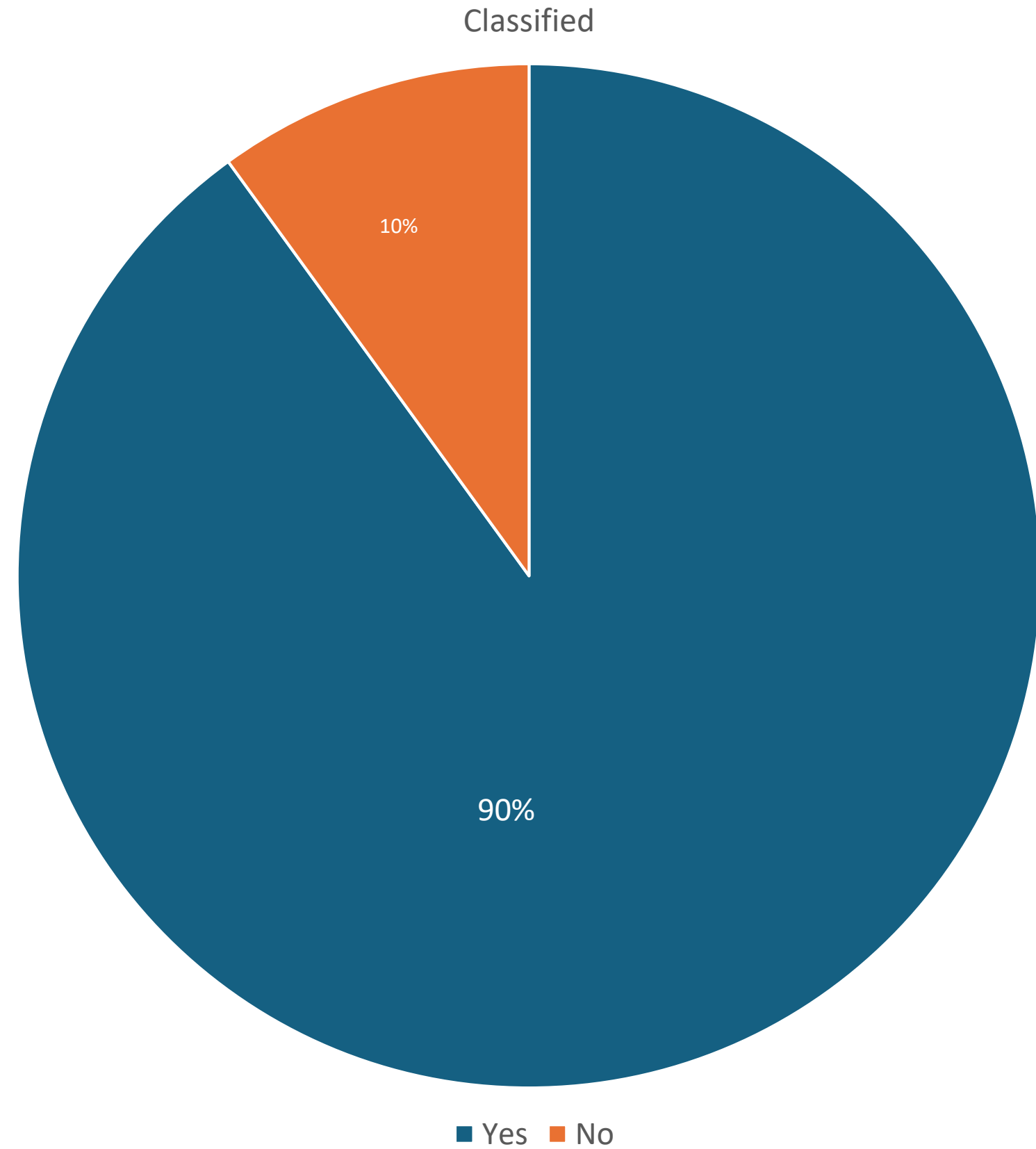
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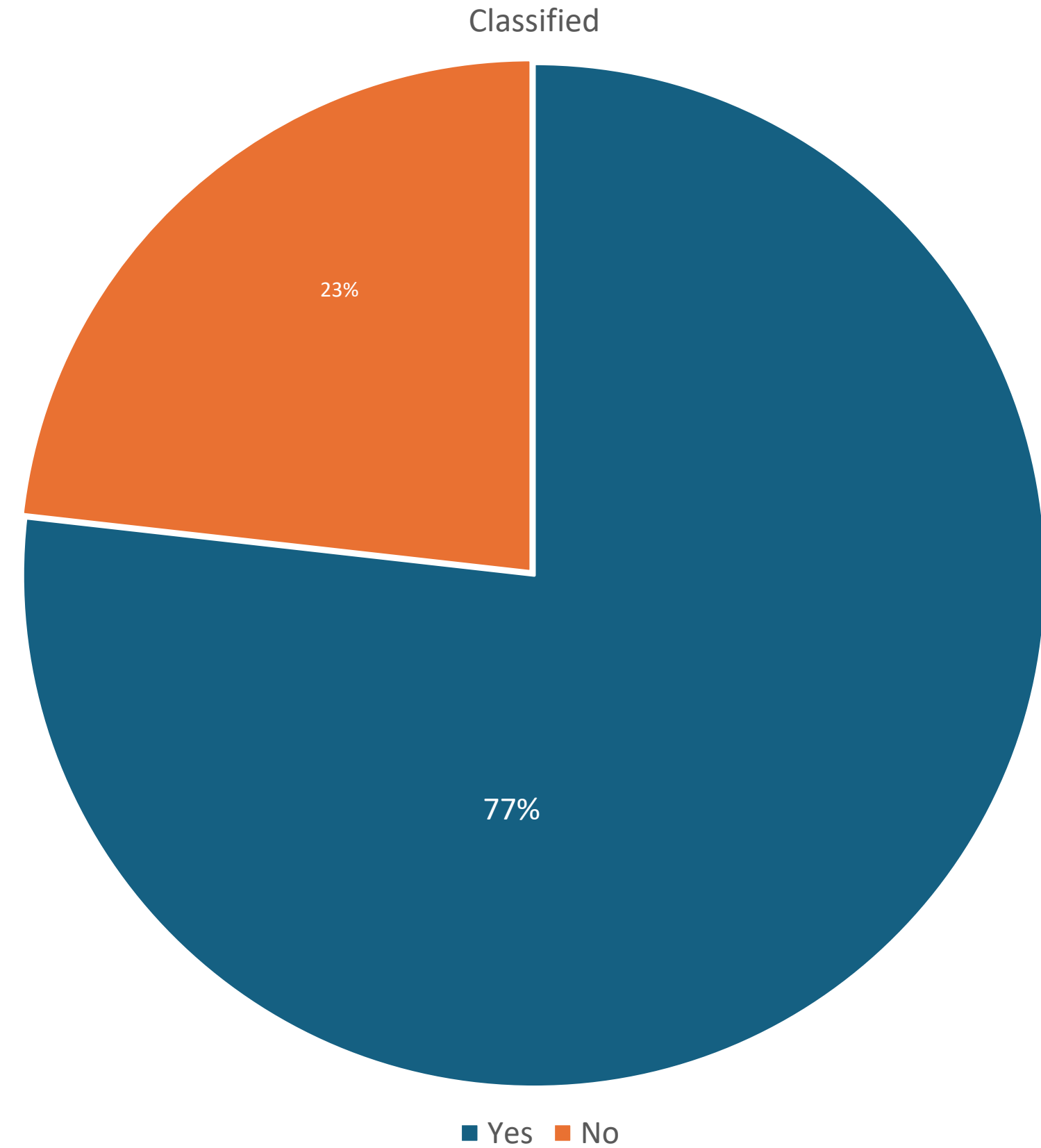
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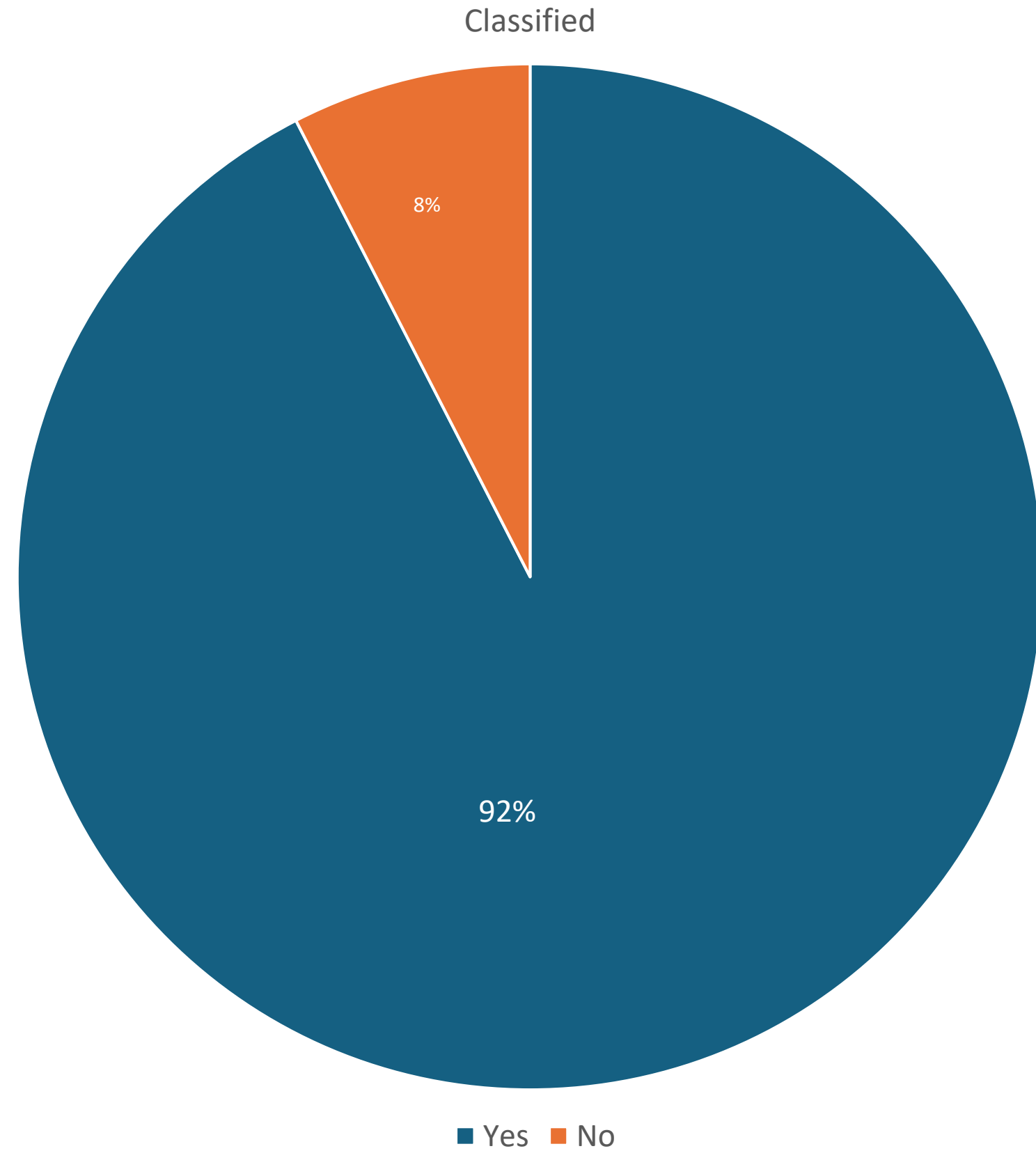
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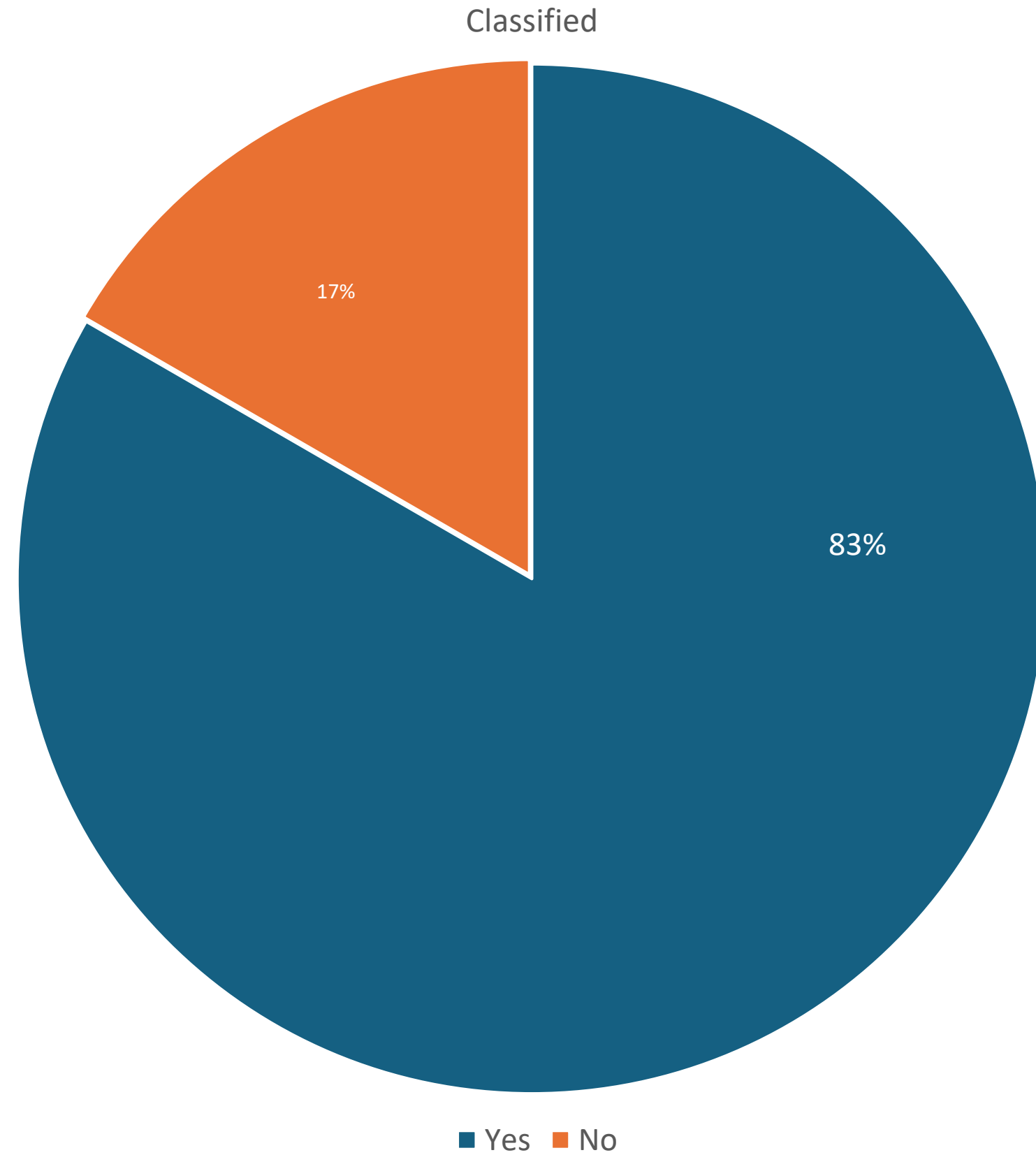
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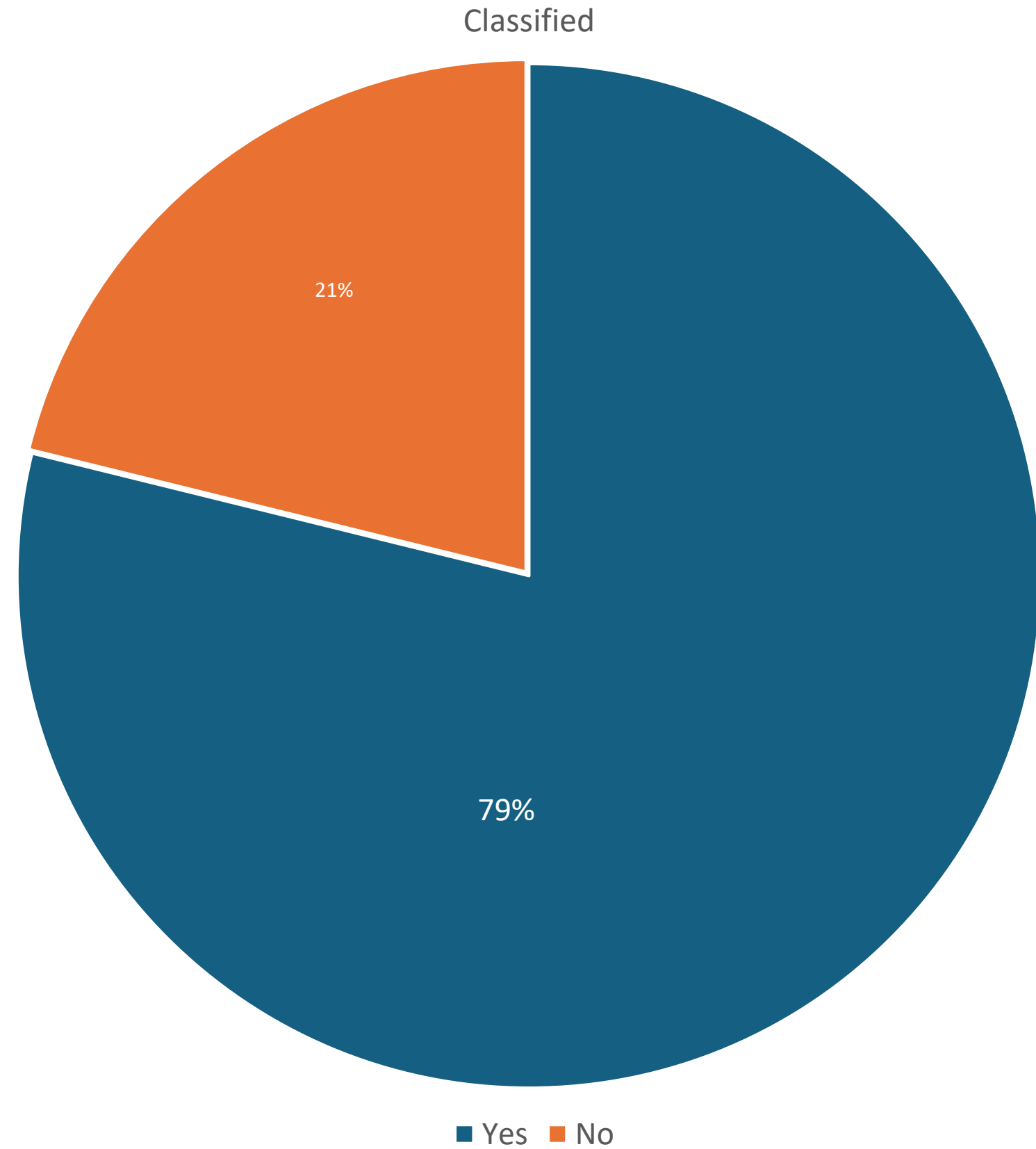
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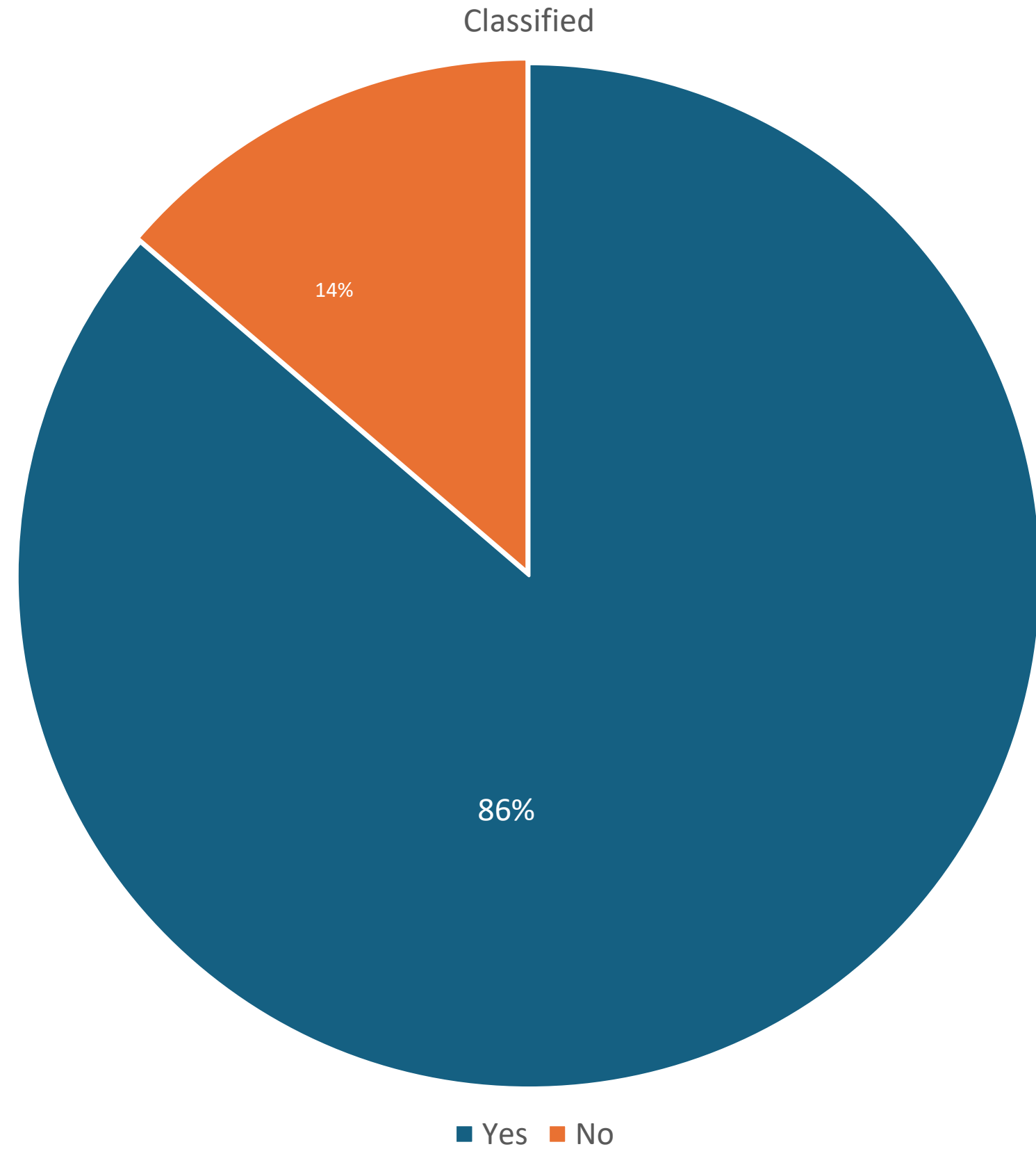
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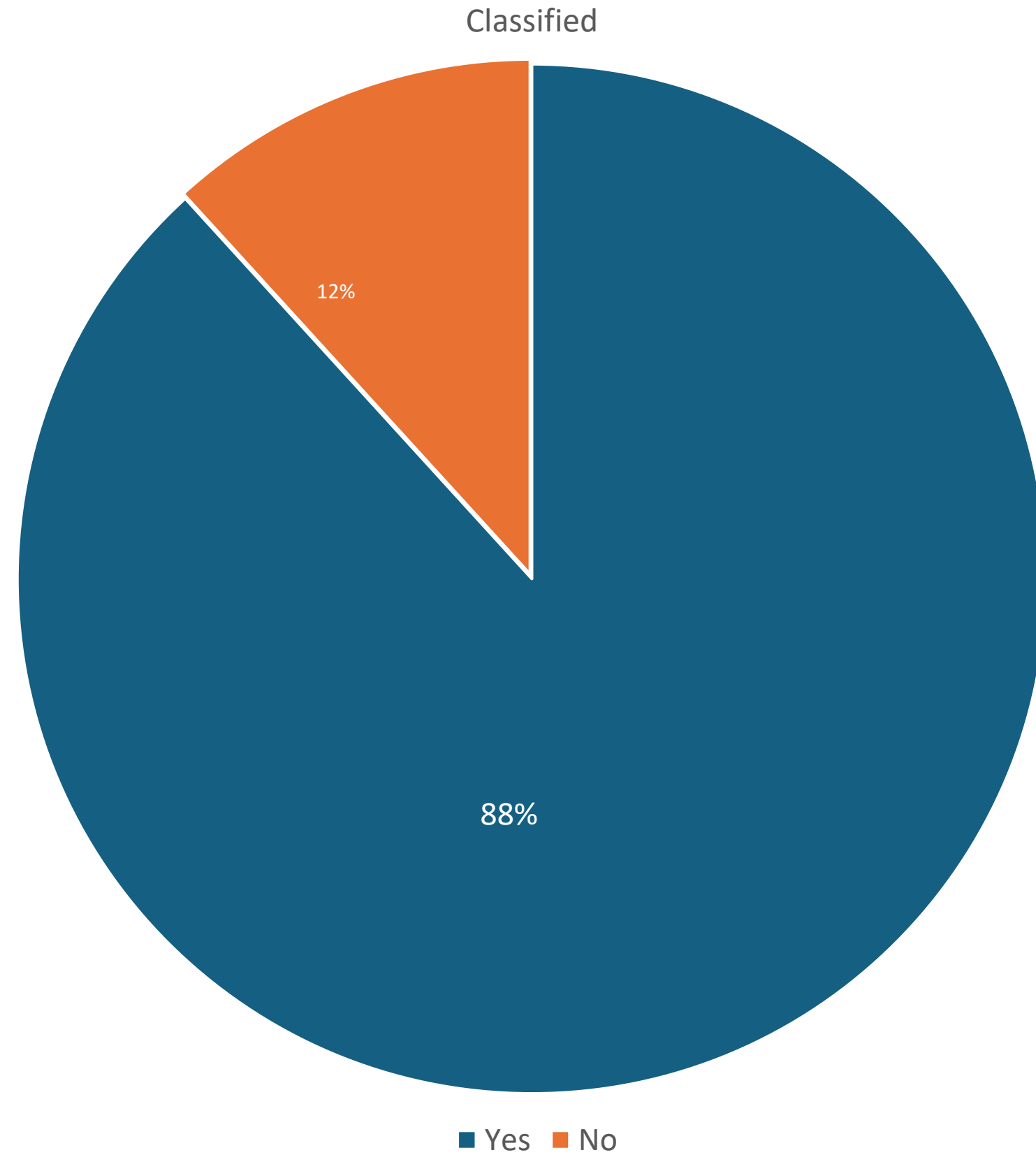
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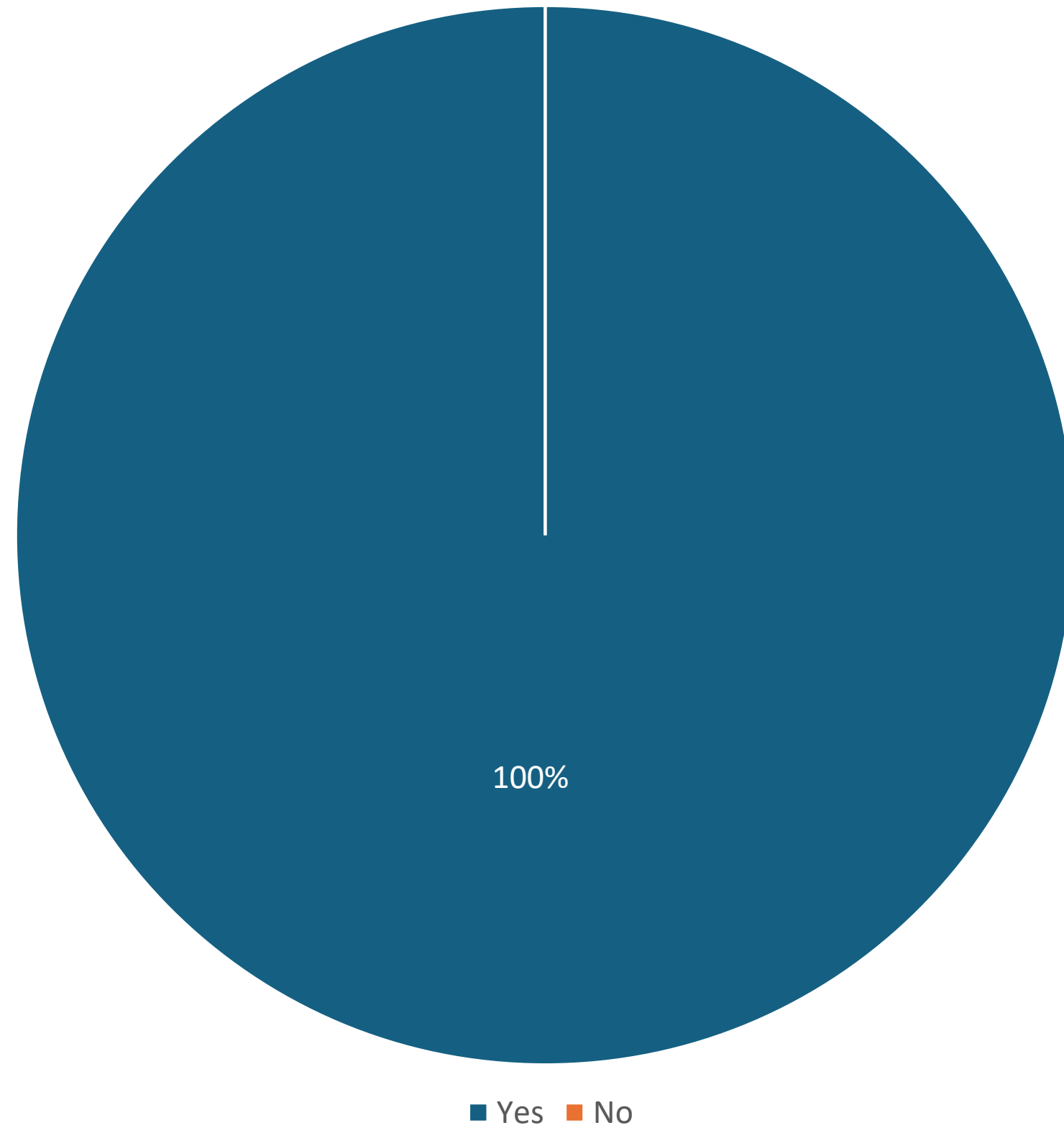


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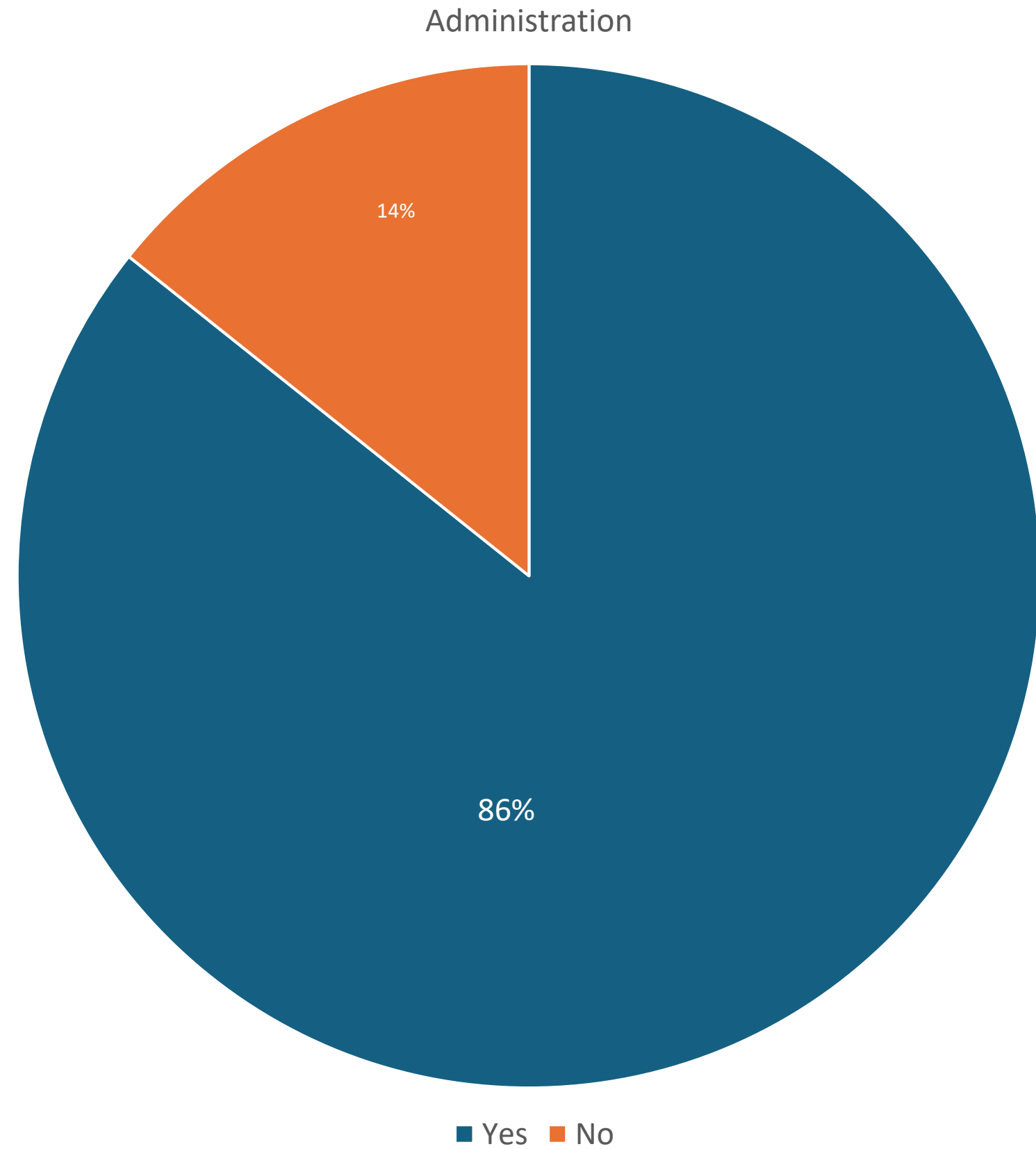


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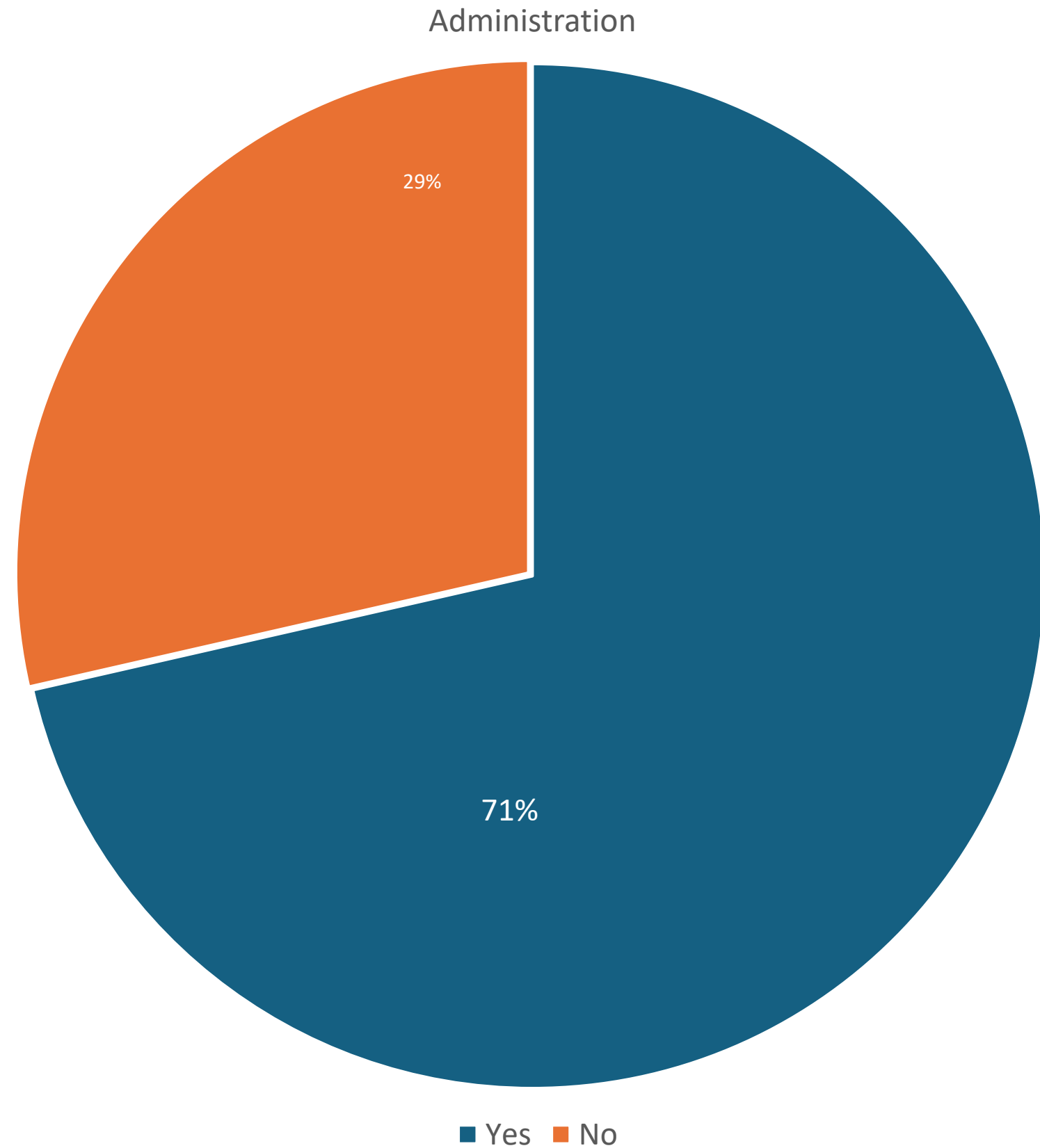
Administration



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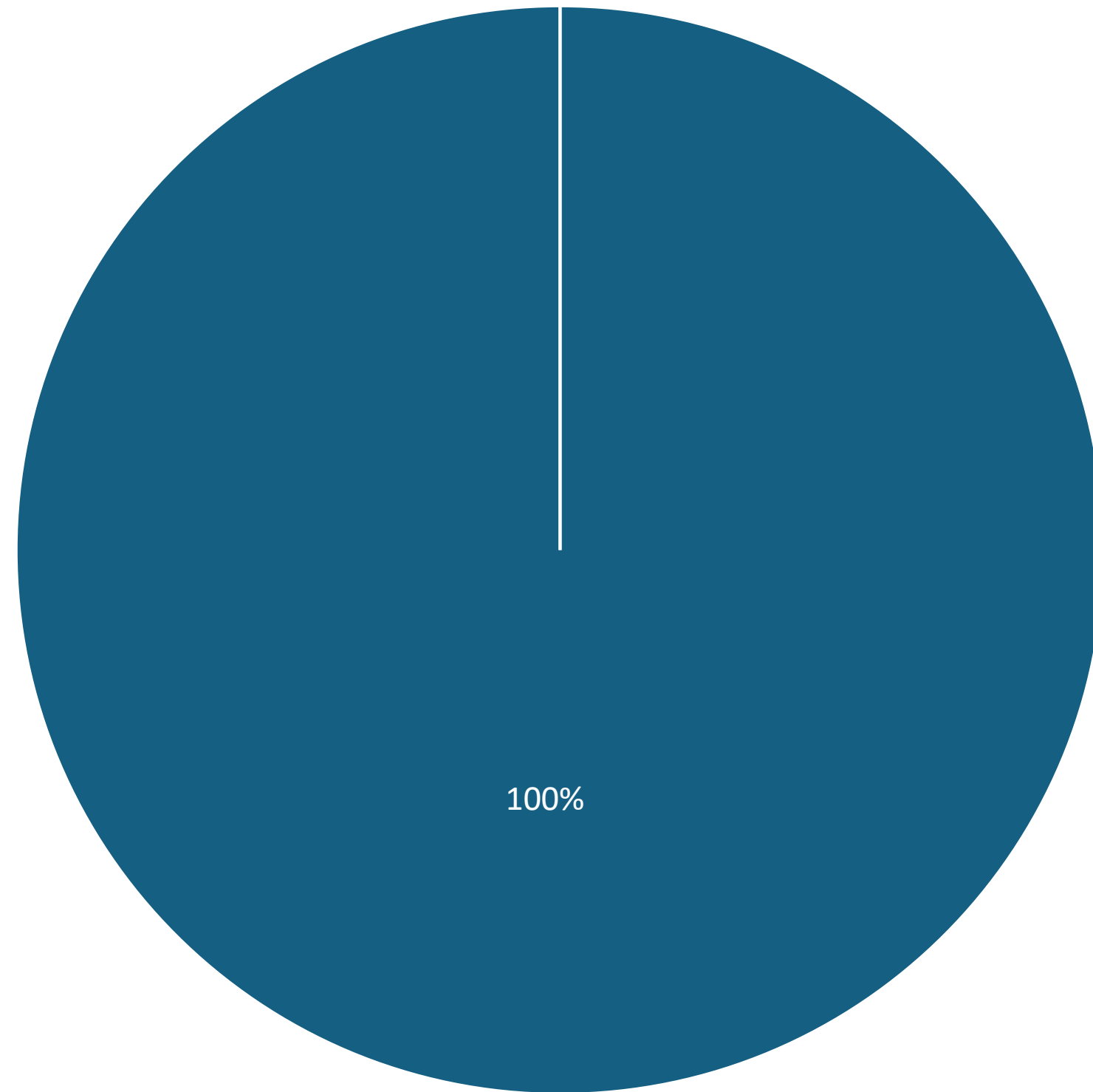


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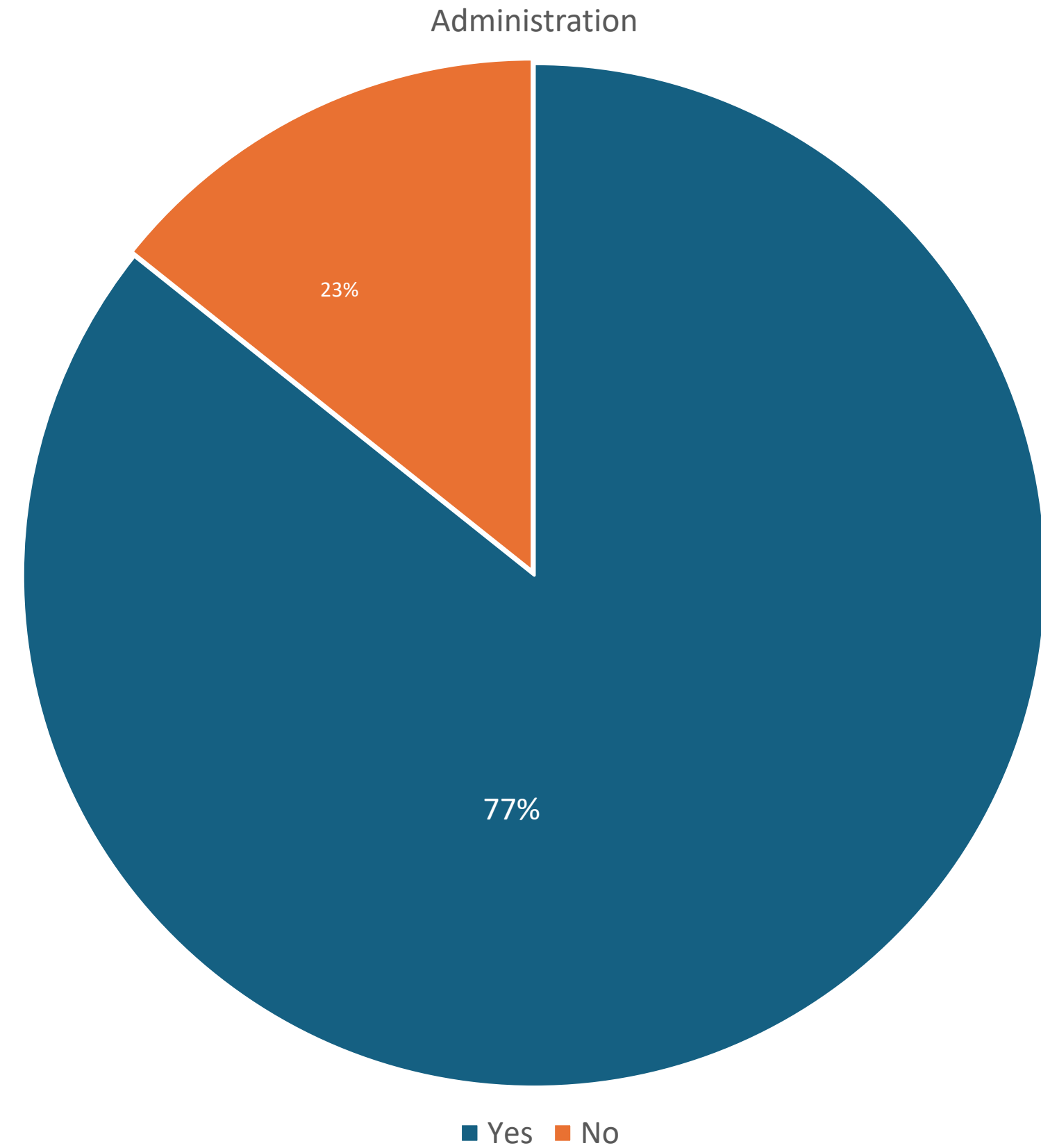
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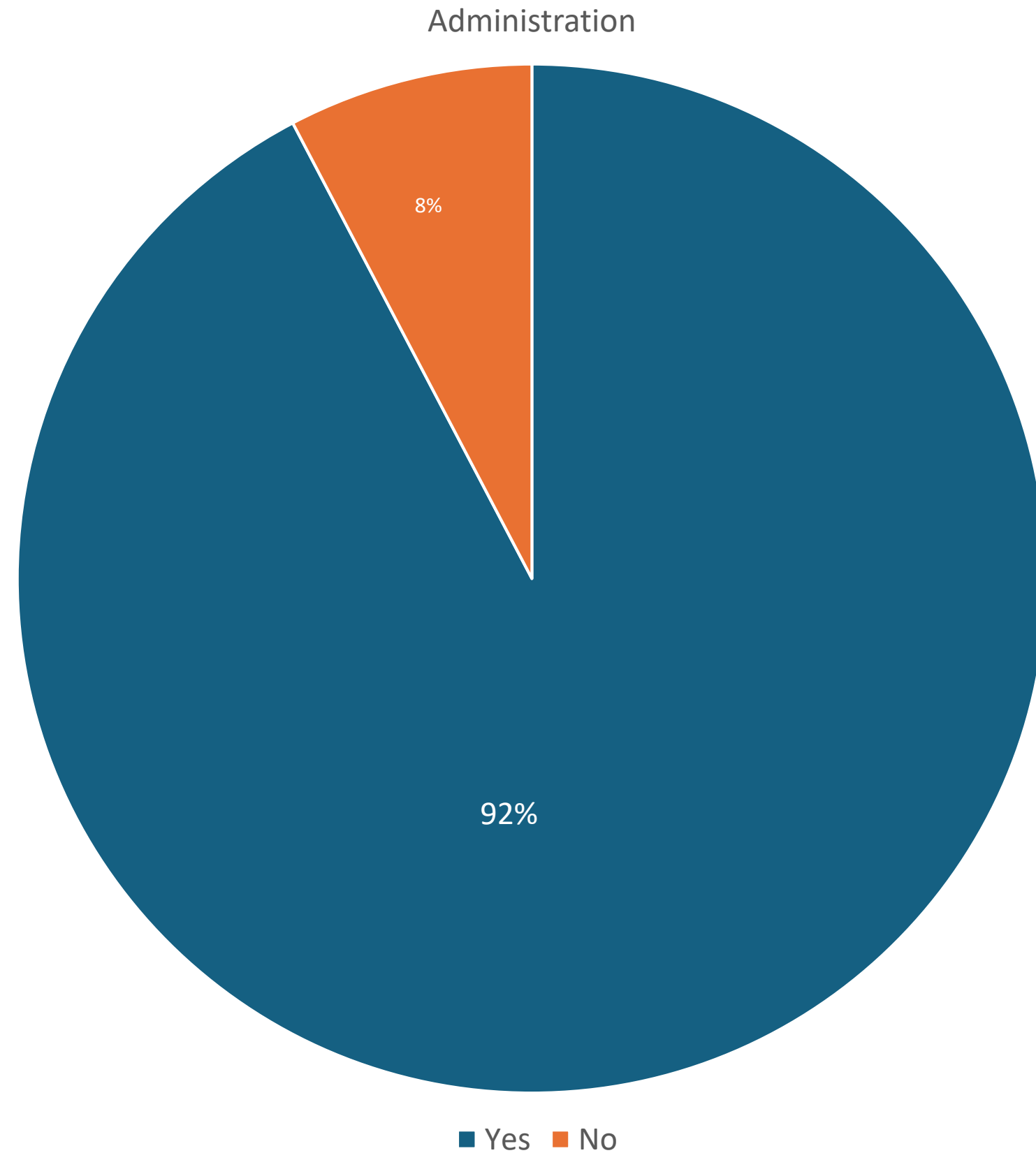


■ Yes ■ No

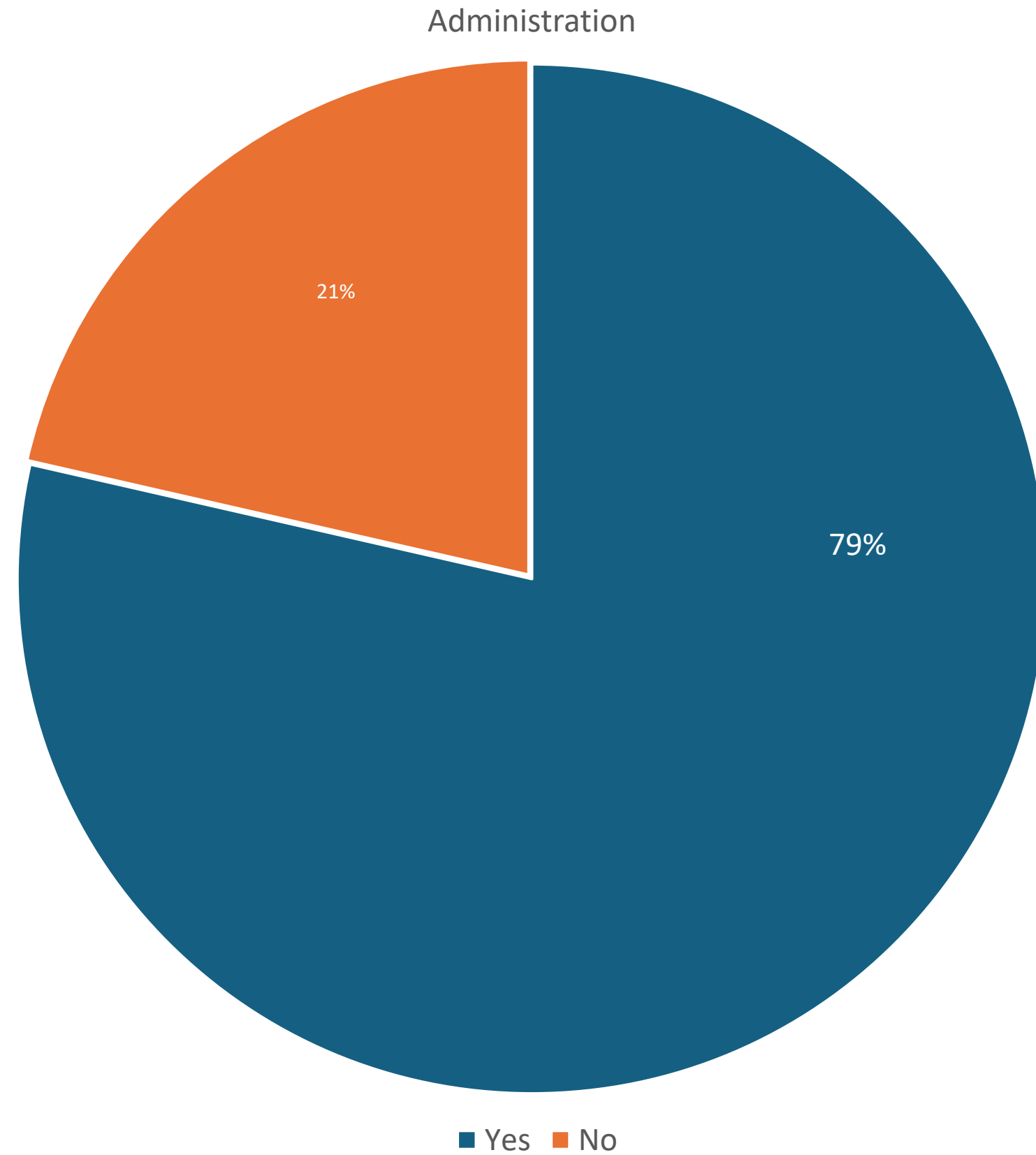
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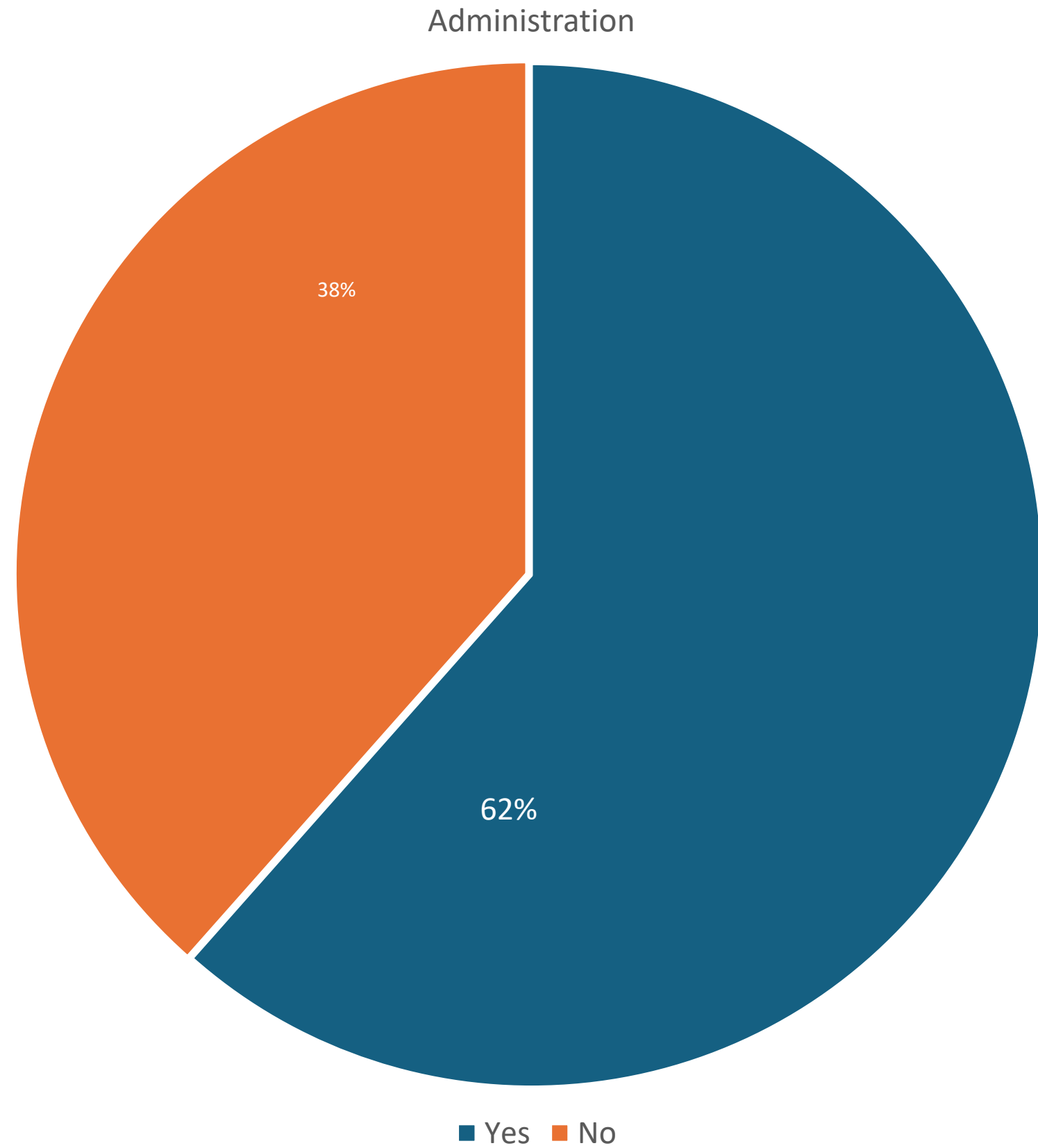
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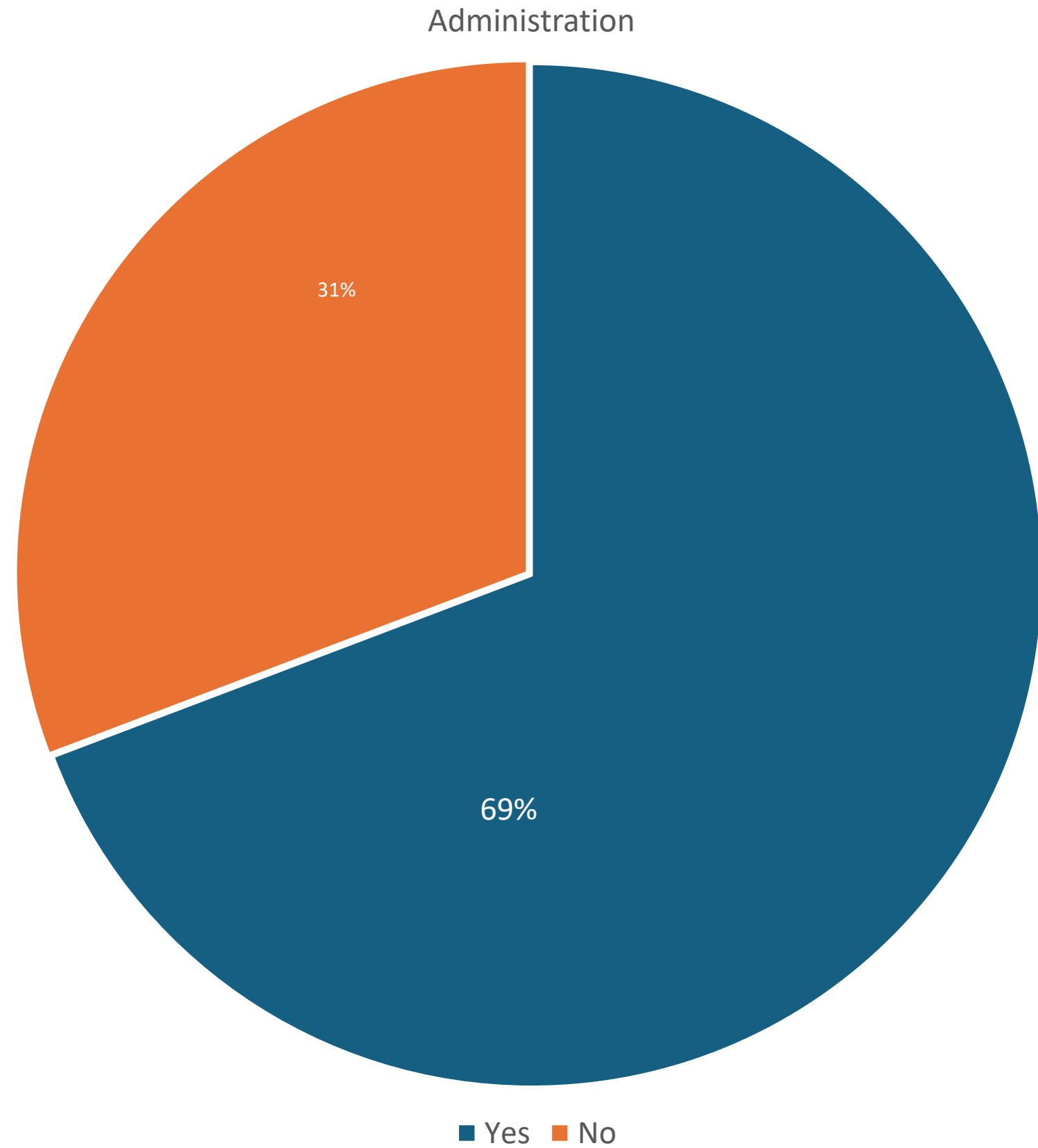
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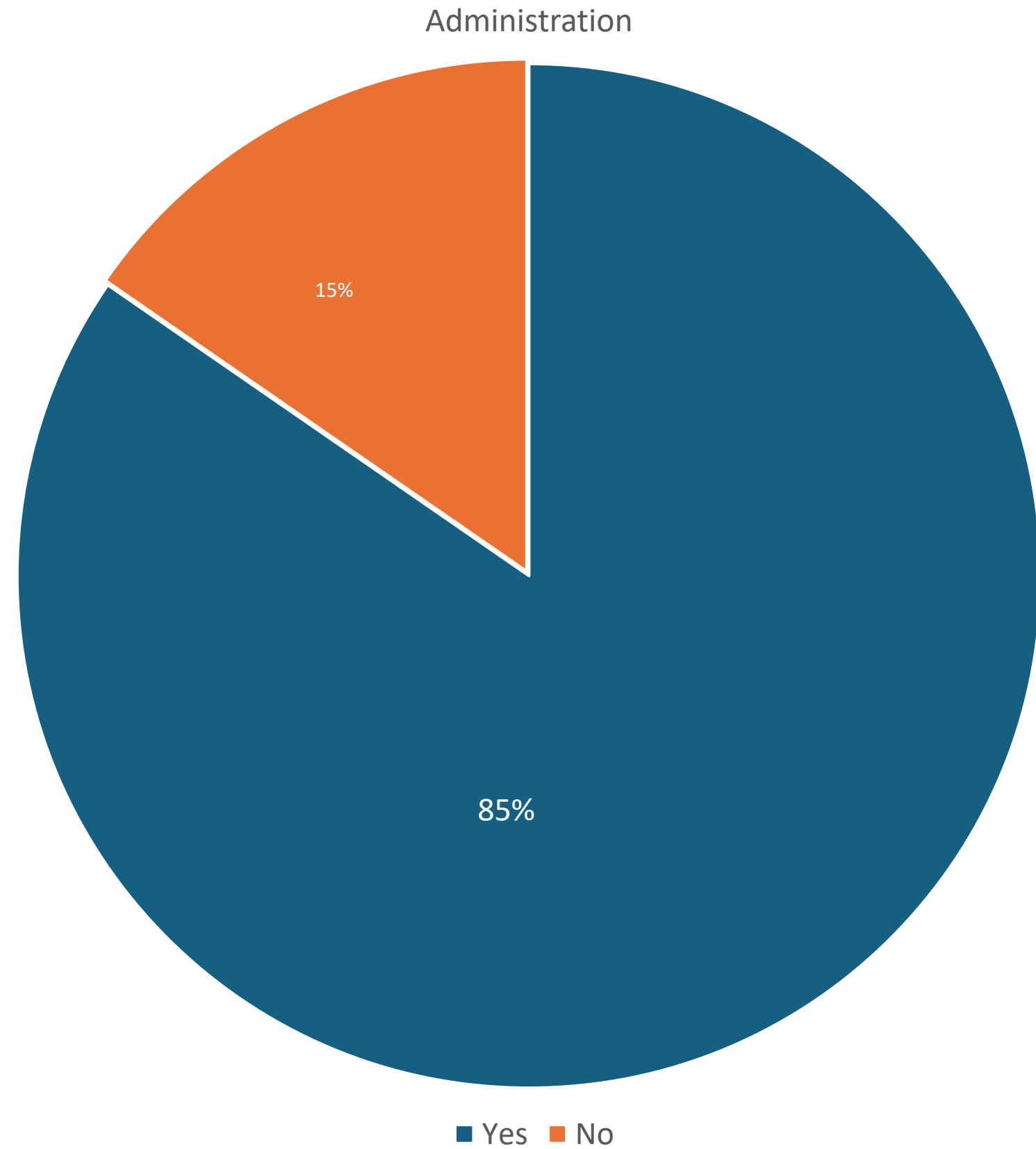
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QUESTIONS?



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Thank You

Julie Bacon

jbacon@azsba.org

