

Community & Staff Q&A: Reduction Plan

January–February 2026

This document reflects questions raised by staff, families, and community members regarding staffing reductions, building reconfiguration, transportation, programming, and long-term planning. While some details are still being finalized, the information below represents the district's current direction and commitments.

Transportation & Busing

- Will families have access to clear bus routes and maps?
 - Yes. Transportation staff are actively developing updated routes and maps for the 2026–27 school year. These will be shared with families and school offices to support planning and communication.
- Will students still be bused to field trips and events?
 - Yes. Transportation for approved field trips and events will continue. These costs are included in the updated fee structure.
- Will parking, drop-off, and bus traffic at Madison High School be clearly organized?
 - Yes. A planning team is designing traffic flow plans that include designated areas for buses, parent drop-off and pick-up, and staff parking to ensure safety and efficiency.
- If North Elementary closes, who will receive transportation?
 - Students who live two miles or more from their assigned school will receive transportation. Students who live within two miles of their assigned school will not receive transportation, consistent with district practice.
- Will families with students in multiple buildings face multiple drop-off and pick-up locations?
 - We recognize this concern. Consolidation can increase logistical challenges for some families. Transportation and building operations teams are working to reduce unnecessary burdens where possible as final plans are developed.
- Can students (open enrollment and students who live in Madison) be bussed if their after school care is outside of the 2 mile radius? For example to their grandparents house.
 - At this time, the answer would be no. Open-enrolled students would not be eligible for transportation until all in-district students who live over two miles from school are assigned to buses. If space remains, in-district students under two miles may be considered for cluster stops. Should additional space still be available after those placements, open-enrolled students could then access transportation through a cluster stop. However, it is unlikely that space will be available, and final determinations will become clearer as we move further through the planning process. Additionally, the Board of Education has not yet taken action on this matter.

Class Sizes, Programs & Student Experience

- Will class sizes increase significantly or programs be cut?
 - No. While staffing reductions are necessary, they are not expected to result in dramatic class size increases or major academic program losses. Most reductions occurred at the elementary level, and preserving student learning experiences across all grade levels remains a priority.
- Will students continue to have access to band, DC trips, NJHS, and athletics?
 - Yes. These opportunities will continue. However, they must be financially sustainable. Participation costs are being structured so general fund dollars are not disproportionately used.
- Will field trips be eliminated?
 - No. Field trips will continue but will be reviewed to ensure sustainability while prioritizing meaningful educational experiences.

Athletics & Extracurriculars

- How will middle school and high school athletics be structured?
 - 7th and 8th grade athletics will be combined
 - 9th grade students will participate at the JV and/or Varsity level
 - 8th grade athletic contests will continue to be hosted at the Middle School
 - Plans are being refined to ensure appropriate supervision, student safety, and competitive balance.
- Will coaching and club supplemental contracts still be offered?
 - Yes. Supplemental positions will continue, though some reductions will occur due to building consolidation and combined programs.
- Why does separating middle school sports and maintaining freshman teams increase costs?
 - Athletic costs extend beyond coaching stipends and include:
 - Transportation (buses, drivers, fuel)
 - Officials and game personnel
 - Equipment and uniforms
 - Insurance and league fees
 - Supervision and support services
 - When teams are separated by grade level, these costs multiply quickly.
- Can fundraising fully cover athletic costs so teams remain separate?
 - This idea has been raised and is being carefully considered. While fundraising is valuable, the district must weigh:
 - Equity across programs and families
 - Sustainability from year to year
 - Consistency across sports and grade levels
 - No final decision has been made, and community feedback is part of this discussion.

School Schedules & Start Times

- Will school start and end times change?
 - Schedules will remain largely similar, though adjustments are expected to improve transportation efficiency. There will be changes to start and end times by grade level and building. These will be shared soon.
- Will secondary scheduling change (periods vs. block schedules)?
 - The high school administrative team is exploring multiple options. At this time:
 - Grades 9–12 will follow one scheduling model
 - Grades 7–8 will follow a separate model
- Final decisions will be guided by instructional goals, staff input, and maximizing student learning time.

Staff Assignments & Notifications

- When will staff know their assignments for next year?
 - The district's goal is mid-to-late February. A structured process has been created to gather staff feedback to inform assignments. Approximately 90% of staff are expected to follow their current grade level. Staff working across multiple grades may see more changes.
- Will aides remain with their current teachers?
 - Some aides will remain with their current teams, while others may be reassigned due to new grade configurations. Student Services is reviewing needs, and staff feedback will be considered as assignments are finalized.
- For middle school cafeteria monitors, which building will they be assigned to?
 - Assignments are not yet finalized. As grade levels and building usage are finalized, staffing needs will be clarified. More definitive information is expected in late February to early March, and staff will be notified promptly.

Building Moves & Logistics

- How will classroom materials and staff be moved?
 - A dedicated building-move team is coordinating logistics. Each classroom will receive labeled boxes identifying grade level and destination. Maintenance and custodial staff, with external support, will transport materials using a sequenced plan to ensure efficiency.
- Will staff receive additional time at the end of the year to prepare for moves?
 - This is being considered and will be revisited closer to the end of the school year.
- Will every teacher have a classroom?
 - Yes. Planning teams have identified classroom space for all teachers. Central office staff relocating from the administration building will also be accommodated. Some shared or mobile workspaces may be necessary, but adequate space exists.

Preschool & Student Services

- Will general education preschool continue?
 - Yes. General education preschool will continue. However, due to significant reductions in federal preschool funding, the district anticipates a reduction in the number of general education preschool seats and is reviewing programming to improve efficiency.

Fees & Financial Responsibility

- What happens if student fees are not paid?
 - Systems are in place to work with families before any loss of privileges occurs. Students participating in multiple activities will not face penalties beyond standard procedures.

Open Enrollment

- Will open enrollment continue?
 - Yes. Current open-enrolled students may remain in the district. New open enrollment requests will be reviewed annually, grade by grade, based on capacity and the district's ability to meet student needs. Continuity for students and families remains a priority.

Future Reductions & Enrollment

- Will there be additional staff reductions?
 - Additional reductions may occur in non-union positions, such as year-to-year supplemental contracts.
- Do you anticipate enrollment declining as a result of these changes?
 - It is possible. The district is monitoring enrollment closely, particularly as nearby districts have limited or no open enrollment options.

Closed Buildings

- What happens to buildings that are no longer used?
 - Under Ohio law, unused school buildings must first be offered to charter schools at appraised value. If not purchased, the district may auction or transfer the property to a municipality. Demolition is not financially feasible at this time, but redevelopment options may be explored.
- Can closed buildings be sold directly to another organization (e.g., a medical clinic)?
 - State law requires districts to first offer closed instructional buildings to charter schools under specific conditions outlined in Ohio Revised Code 3313.41 and related statutes.
- Will alumni be able to tour North Elementary if it closes?

- If the building closes, the district would like to explore opportunities for alumni and community members to visit and reflect on its history, subject to safety, timing, and staffing considerations.

Long-Term Planning & Community Support

- Why make these changes now instead of asking the community for funding?
 - The district is intentionally aligning staffing, transportation, and facilities with current enrollment and funding realities before seeking additional community support. These difficult decisions are meant to stabilize the district and protect student opportunities.
- When might the district seek community support in the future?
 - The 2026–27 school year is considered Year 1 of this plan. Looking ahead:
 - Around Year 3, the Board may consider a bond issue for a rebuilt or new 7–12 Secondary facility
 - Around Year 5, an income tax levy may be explored
 - Any future request would include a clear plan and demonstrated fiscal responsibility.

Board Consideration

- How confident is the administration that the Board will approve these recommendations?
 - The Board has reviewed and discussed these recommendations and currently supports the overall direction. Significant effort has gone into spreading impact while preserving student experience. If recommendations are not approved, alternative options would need to be explored.

Closing Message

We recognize that these changes affect people differently: emotionally, financially, and logistically. Feedback from staff, families, alumni, and community members is both welcomed and necessary as plans continue to be refined. While not every detail is finalized, decisions are being made with care, transparency, and a clear focus on student safety, opportunity, and long-term stability.