

Mitigating the harms of consolidation: how much would it cost?

It is unacceptable to push class sizes in consolidated schools above recommended levels for at-risk students and even above class sizes in the District's wealthier 3-section schools.

How much would it cost to keep class sizes lower in consolidated schools?

We offer three different calculations of the savings to be gained from consolidating schools:

- 1) **Savings not adjusted for equity.** The calculations in this column in the tables below are based on allowing class sizes to increase dramatically as summarized in our memo "How Consolidation Increases Class Sizes." Under this scenario, class sections are split at the current threshold *without any attempt to reduce class sizes or provide extra staffing above the level provided in a 3-section school serving a population with few at-risk students*
- 2) **Savings adjusted for equity.** The calculations in column in the tables below are based on the following adjustments to class sizes and staffing levels:
 - *Class size in grades K-3 is capped at 17* (because that is the cap on class sizes recommended for at-risk students by the leading Project STAR study)
 - *Class size in grades 4-5 is capped at 22* (because Project STAR found that students in the upper elementary grades are harmed somewhat less than younger students by larger class sizes, and because the Project STAR study found that harm to education became significantly greater above this level)
 - Full-time nurse (standard in 3-section schools)
 - Full-time health assistant
 - 2 full-time guidance counselors (1 is standard in 3-section schools)
 - Assistant principal in schools over 550 enrollment
- 3) **A possible compromise to equity.** The calculations in this column in the tables below are based on the following adjustments (which would maintain class sizes in consolidated schools at roughly the current level in the separate schools):
 - *Class size in grades K-3 is capped at 20*
 - *Class size in grades 4-5 is capped at 25* (the study by Ready and Lee, 2007, demonstrated clear harms to education for at-risk students at class sizes above 25)
 - Full-time nurse
 - Full-time health assistant
 - a 2nd full-time guidance counselor *only in schools over 550 enrollment*

Mitigating class size increases: how much would it cost?

	Savings from Consolidation: not adjusted for equity (class sizes allowed to rise)	Savings from Consolidation: adjusted for equity as recommended by educational research (class sizes capped at 17 in K-3, and 22 in grades 4-5)	Savings from Consolidation: A possible compromise to equity (class sizes capped at 20 in K-3, and 25 in grades 4-5)
Cordley/Kennedy	\$327,768 to 380,813*	\$-176,552**	\$ 64,094
Kennedy/New York	\$330,750	\$ -83,940	\$ 128,240
Cordley/New York	\$278,267	\$ -84,685	\$ 74,450
Hillcrest/Sunset Hill	\$405,171 to 458,216*	\$-343,250	\$-184,115
Hillcrest/Pinckney	\$336,789 to 495,924*	\$-280,601	\$ 37,669

*The addition of several students to particular grades would require additional class sections and this would result in the lower of the two numbers.

****Bold text** indicates the need to spend **more** in the consolidated schools than is the total now spent in the two separate schools.

The tables on the following page offer an example of how the savings in the table above were calculated.

- for teachers, the maximum savings from consolidation are total number of teachers who may be cut by reducing the number of sections at some class levels, multiplied by the standard salary for teachers. For example, if class sizes are allowed to rise, 3 teachers can be cut as a result of consolidation; $3 \times \$53,045 = \$159,135$. If class sizes are capped at 20 in K-3 and 25 in grades 4-5, no teachers can be cut. **Bold** text indicates that more staffing is needed to reach the benchmark.
- for all staffing levels except teachers, the benchmark is the staff Full-time Equivalent (FTE) in a current 3-section school (Quail Run). For example, Quail Run has 1.0 FTE guidance counselor
 - the staffing levels in two schools are added together to generate the total FTE in the two schools (for example, the total FTE guidance counselors in NY & Kennedy is 1.0)
 - the maximum possible savings in these staffing areas are calculated as the FTE in Quail Run in each staffing area minus the total FTE in the same staffing area of the two schools (for guidance counselors, $1.0 - 1.0 = 0$). To calculate the savings in \$, the savings in FTE are multiplied by the standard salary per FTE in each staffing area. **Bold** indicates more expenditures needed.

Example: Kennedy/New York consolidation

Number of class sections (teachers): different class-size scenarios

	enrollment	Number of sections in separate schools	Consolidated: Number of sections if cap is current policy ("not adjusted for equity")	Consolidated: Number of sections if capped at 17/22 ("equity")	Consolidated: Number of sections if capped at 20/25 ("compromise")
KG	87	5	4	6	5
1	61	4	3	4	4
2	77	4	4	5	4
3	59	3	3	4	3
4	45	2	2	3	2
5	77	4	3	4	4
Total		22	19	26	22
Difference (savings or loss)			3	-4	0

Financial savings from consolidation: different Kennedy/NY scenarios

	Quail Run (2010, for comparison)	FTE resulting from consolidation (savings in parens)	Savings not adjusted for equity	Savings adjusted for equity	A possible compromise to equity
Principal	1.0	1.5 (.5)	46,117	46,117	46,117
Teachers			159,135	-212,180	0
Music	1.5	1.279 (-.221)	-11,516	-11,516	-11,516
Art	1.0	1.34 (.34)	18,449	18,449	18,449
PE	1.0	1.28 (.28)	15,081	15,081	15,081
Guidance	1.0	1.0 (0)	0	0	0
Nurse	.5	1.0 (.5)	27,652	0	0
Health ass't	.250	.5 (.25)	5,677	-17,030	-17,030
Librarian	1.0	1.0 (0)	0	0	0
Librarian ass't	.563	.625 (.062)	1,386	8,370	8,370
Secretary-admin	1.0	2.0 (1.0)	34,594	34,594	34,594
Secretary	1.0	0 (-1.0)	-25,052	-25,052	-25,052
Custodian, head	1.0	2.0 (1.0)	39,870	39,870	39,870
Custodian	1.0	1.625 (.625)	19,357	19,357	19,357
Total			\$330,750	\$-83,940	\$128,240