

Secondary Ad Hoc Model Analysis

This analysis reviews the potential secondary school configurations from a human resources perspective. The human resource analysis evaluates each model based on the following key elements:

Enrollment + Staffing Ratios
 Program Offerings + Equity
 Administrative + Support Staffing
 Special Education + Student Services
 Recruitment + Retention
 Operational + Logistical Considerations
 Financial Implications

Model Comparison

Model	Configuration	Human Resources Impact
A1 + A2	2 High Schools, Grades 7-12	Reduces 30+ FTE, reduces schedule conflicts and employee travel
B	1 Middle School - Grades 7-8 2 High Schools - Grades 9-12	Reduces 15+ FTE, maintains current schedule conflict and requires reduced employee travel
C	1 Middle School - Grades 7-9 1 High School - Grades 10-12	Reduces 30+ FTE, reduces staff travel and schedule conflicts, disrupts teacher assignments across 4 schools
D	1 Middle School - Grades 7-8 1 High School - Grades 9-12	Reduces 30+ FTE, reduces staff travel and schedule conflicts, disrupts teacher assignments across 4 schools while maintains grade alignment
E + F	2 Middle Schools - Grades 7-8 2 High Schools - Grades 9-12	Maintains status quo for staffing, schedule conflicts, and travel

Recommendation

Options D and C provide the greatest staffing efficiencies, the least employee travel, and the most consistent staff schedules. Some risk exists with potential voluntary employee attrition due to building consolidation, which modernized working and learning environments may mitigate.