



ANNE ARUNDEL COUNTY PUBLIC SCHOOLS

To: **Employees**

Date: February 28, 2024

From: **Mark T. Bedell, Ed.D.**^{MTB}
Superintendent of Schools

Instructions:

Copies to:

Subject: **Staffing Reallocations**

As I have said previously, needs across our school system dictate that we must reallocate staff for the coming school year. So that we can continue to be transparent, effectively communicate changes, and support employees who have questions and concerns, I want to summarize for you the reallocations that are occurring.

It is critical to understand that these reallocations are not reductions in force. In cases where reallocations occur, employees are not losing employment with AACPS. They may be considered for another position within the system.

Fluctuations in staffing allocations in schools are due to the following factors, the impact of which can be seen on the attached chart:

- Blueprint for Maryland’s Future – reduction funding for Transitional Supplemental Instruction (TSI), addition of 14 new community schools.
- Student Enrollment – FY2025 enrollment projections are approximately 1,000 students lower than FY2024 projections. It is important to understand that the difference in projected enrollments (upon which staffing is allocated) is not equivalent to a decrease in student enrollment.
- Opening of Three New Schools – staffing must be allocated to Severn Run High School, Two Rivers Elementary School, and New Village Academy Public Charter School.
- Programming Needs – Blueprint lead teacher requirements and necessary additional supports for students with IEPs.
- Title I – Reduced funding based on projected grant award.
- End of ESSER funding – Staff funded with ESSER dollars will need to be reallocated.

Staffing reallocations are being made through an equity lens and will include school-based and central/satellite office positions. School-based classroom staffing allocations will be finalized in the first week of March. Employees impacted by any reallocation will be notified by their supervisor in a timely manner.

MTB/ms/jsc
Attachment

Staff Reallocations

In FY2025 a number of position reallocations will occur due to redistricting, enrollment projection changes, compliance with the Blueprint for Maryland's Future, and to generally meet the needs of the school system. In cases where reallocations occur, employees are not losing employment with AACPS. They may be considered for another position within the system.

Driving Factor	Impact	Positions Affected
<p>Blueprint for Maryland's Future Reduction of funding for Transitional Supplemental Instruction (TSI) Blueprint Lead Teacher requirements 14 new Community Schools Money following the student</p>	<p>Loss of some current TSI positions Position reallocations needed for Lead Teachers Positions needed for new Community Schools Location of position reallocations determined by Blueprint</p>	<p>School-based</p>
<p>Student Enrollment FY2025 enrollment projections are lower than FY2024 enrollment projections.</p>	<p>Lower projections may mean fewer classroom teacher positions</p>	<p>School-based</p>
<p>Redistricting and the Opening of Three New Schools Severn Run High School Two Rivers Elementary School New Village Academy Public Charter School</p>	<p>Loss/gain of students because of redistricting will result in fewer/more teachers Staff needed to fill positions at all three schools</p>	<p>School-based</p>
<p>Special Education Enhancements in Special Education</p>	<p>Staff needed to fill a variety of critical positions</p>	<p>School-based Central Office-based</p>
<p>Title I Reduced funding based on projected grant award</p>	<p>Funding cannot support current number of positions</p>	<p>School-based</p>
<p>End of ESSER Funding Loss of grant funding</p>	<p>Reduction of staff at schools that had ESSER-funded positions</p>	<p>School-based Central Office-based</p>