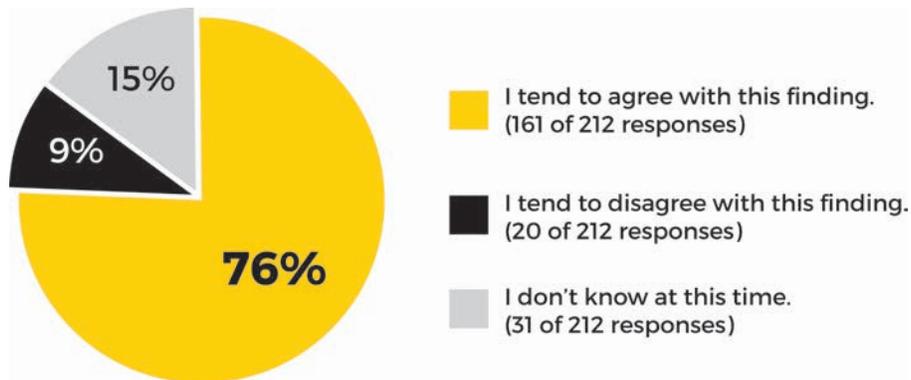


Staff Survey Feedback

April 5-April 19, 2017

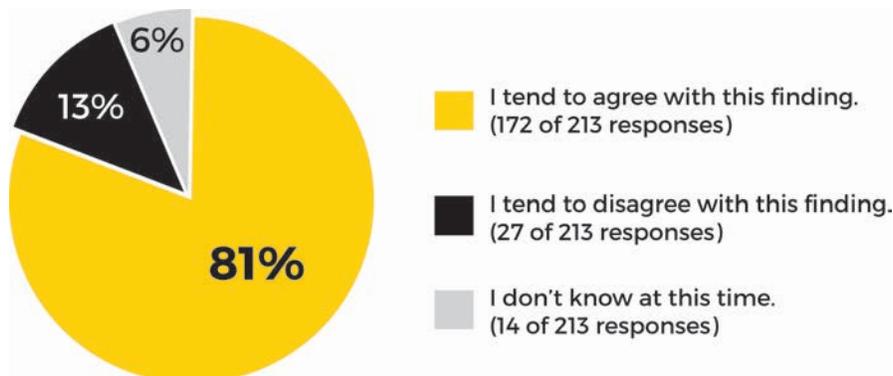
Need for an Operating Levy

In its initial findings report, the Financial Advisory Board (FAB) suggested that the Board of Education pursue an operating levy of 3.75 mills, which funds day-to-day expenses and would allow the district to continue current levels of operation. The FAB noted in its report that this would be the district's lowest operating levy request in more than 35 years. The district would not need to return to the ballot to ask voters for additional operating funding for three years. What do you think of the FAB's initial finding for operating millage?



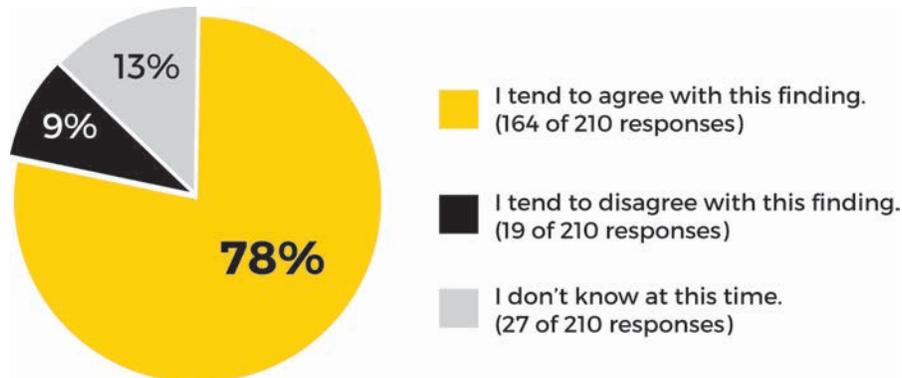
Phasing of the Master Plan

In its initial findings report, the Financial Advisory Board recommended a two-phase implementation schedule for the master plan, with the first phase consisting of rebuilding the high school and renovating or rebuilding all five elementary schools. The second phase would include the middle schools and Burbank Early Childhood School and would be revisited by the community and the Board of Education in approximately 10 years. The FAB's rationale for including the high school in the first phase is the immediacy of the physical needs of that building. While the physical needs at the elementary schools are approximately five to 10 years out, the FAB feels it is wise to include the elementary schools in the first phase because of rising construction costs and a possible increase in interest rates. The FAB also feels it is wise to pursue a permanent solution for enrollment growth at the elementary schools instead of funding trailers as a temporary remedy during the first phase of the master plan. What do you think of this initial finding to address the high school and the elementary schools first?



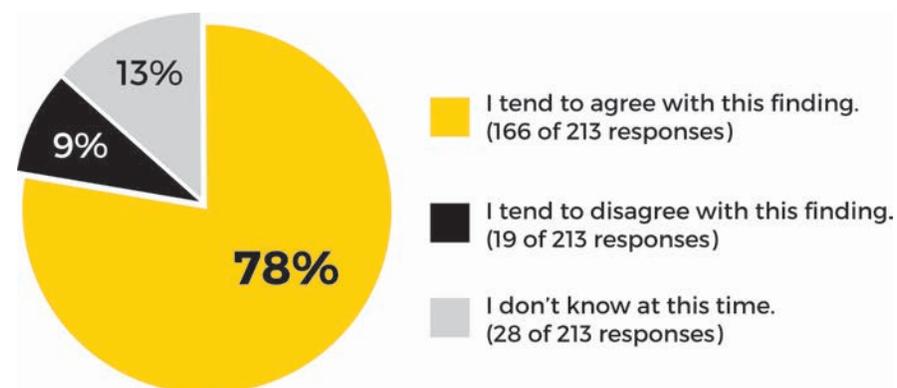
Upper Arlington High School Rebuild Options

In its initial draft findings report, the Financial Advisory Board recommended rebuilding Upper Arlington High School on Zollinger Road with a drop-off lane and rebuilding and relocating Marv Moorehead Stadium within the current site. The FAB favored the Zollinger Road option (with an estimated cost of approximately \$142 million) over the Brandon Road option (approximately \$137 million). The FAB cited the following reasons for favoring the Zollinger Road option: better flow of traffic, easier access for first responders, better overall site layout and a better option for future expansion if needed. (To see illustrations of those options, please see the FAB initial findings report at www.uaschools.org/facilities.) What do you think of the initial finding supporting the Zollinger Road option for the high school?



Private Fundraising for the Master Plan

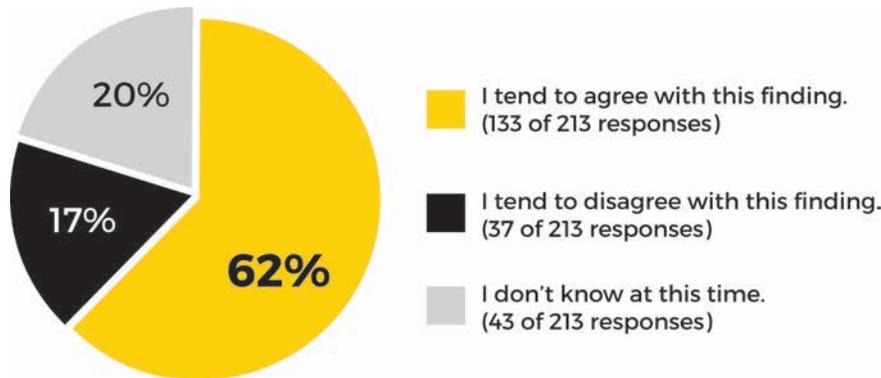
In its initial findings report, the Financial Advisory Board suggested that the district set a minimum private fundraising target of \$5 million. The FAB felt that this was a good option to reduce the overall cost to taxpayers for funding the master plan and felt it illustrated a good-faith effort by the schools to explore an outside funding option that would be unique for a public K-12 school project. What do you think of the FAB's initial finding on a minimum private fundraising target of \$5 million?



Transitional Athletic Space

In its initial findings report, the Financial Advisory Board recognized the need to identify transitional athletic spaces to continue to support current programs while school sites are under construction. The FAB *does not* support pursuing turf fields at the middle schools as transitional athletic space as part of the master plan. But the FAB *does* support pursuing a turf field behind Tremont Elementary School for use during and after construction at the high school by student-athletes and the community. The FAB

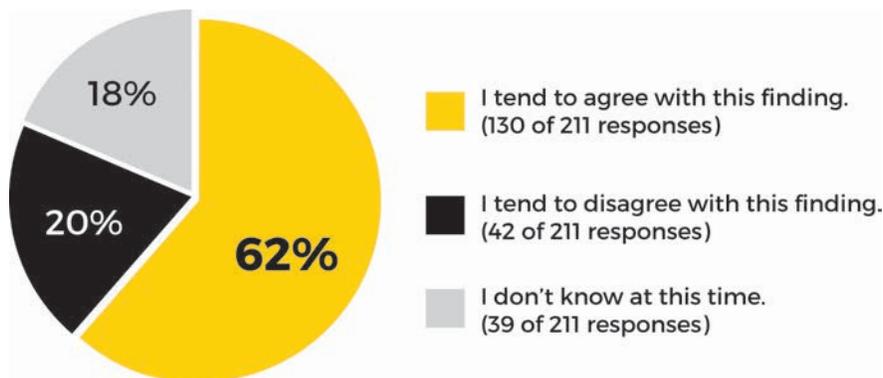
encouraged the district to explore sharing the cost of that turf field with the City of Upper Arlington. What do you think of the FAB's initial finding encouraging the district to pursue a turf field behind Tremont Elementary?



Because of rounding, percentage amounts do not total 100.

Combined Operating Levy and Bond Issue on the November Ballot

In its initial findings report, the Financial Advisory Board suggests that the Board of Education pursue a 8.92-mill combined operating levy and bond issue on the November 2017 ballot. Of the 8.92 mills, 3.75 mills would generate operating funding that would allow the district to maintain current levels of operation. The other 5.17 mills would generate the bond funding needed for construction at the high schools and the five elementary schools, totaling approximately \$230 million. The combined operating levy and bond issue would cost the owner of a home with a current market value of \$400,000 (as determined by the county auditor and listed on <http://www.franklincountyauditor.com/>) an additional \$1,249 in property tax each year. Compared with 2017 tax numbers, that would be approximately a 14 percent increase in overall property taxes and a 21 percent increase in school-related property taxes. What do you think of the initial finding suggesting that the Board of Education pursue an 8.92 mill combined operating levy and bond issue for the November 2017 ballot?



Additional Comments

- Great presentation - very clear and concise! Thank you!
- The planning phases and opportunities for community involvement in this process have been so thorough and impressive. Community members are very appreciative of the constant flow

of communication about the process. Surely other districts will want to model the procedure we are following! Thank you!

- Teachers are very concerned about their pay increases being neglected during this time of capital improvements.
- Combining the operating levy and bond issue may be discerning for the community.
- While I agree with the FAB findings, I worry that asking for high school and elementary all at once is too expensive for our community to pass. I think we should consider requesting funding for only the operating levy and the high school rebuild rather than adding all of the elementary schools at this time. When the community is able to enjoy the new high school, they are more likely to support building other new schools in our district without the sticker shock of asking for all of it at once.
- It seems like a good plan. I think that we might be able to raise more than 5 million privately for all of our schools, considering how successful we were at raising private funds to renovate the stadium and field at the high school.
- Would like to see a written plan for athletics during the renovation process. What does practice time and space look like for fall, winter, spring, and summer?
- I think that many people don't understand what a bond issue is and that we have a big need to educate staff and the public. Knowing that many people in the public will be unable, unlikely, or unwilling to attend public meetings the Advisory Board should consider using additional methods to share out this important information (video, table at public events)
- Thank you for great work and great talking points. Clarification/education regarding differences between bond issue and operating levy critical for the community. Great schools = Great Education & sustained high property values.
- There is concern among the staff that the operating levy is not big enough to cover staff salary increases in future negotiations. Many of the staff members live in the community and will be expected to pay the new tax (including myself) and need a cost of living adjustment accordingly.
- I believe if past, you'll find a mass exit of property owners, property values will decrease and less new home owners wanting to move in due to the taxes ...
- Was there consideration for redefining the elementary school areas to balance enrollment numbers in the schools? Was there consideration to rebuild and combine two smaller elementary schools versus rebuild and remodel of two schools?
- When is the current teacher contract up and will this operating levy cover any future requirements for that?
- I would like to comment on the rumors (or fact) I have been hearing around about the elementary school gym spaces. The use of Multi-purpose spaces does not work in our community. The elementary schools had those type of spaces in the past and new facilities were built to alleviate the issues (both space and logistics). Windermere's gym was built in 2000 with a beautiful wood floor, equipment room, etc. I would like the FAB committee to look at keeping the existing gym (maybe just look at some updates such as sound panels/painting). The community uses this space for basketball and other activities and moving to a cheaper type of facility just doesn't make sense. This would save a lot of money. If the FAB committee is set to tear this beautiful space down, then please consider replacing

it with something of equal quality. I would also like the committee to keep in mind that two gym/teaching spaces are needed in each of the 5 elementary schools. Increasing enrollment figures should continue to support this option.

- I have concern about bundling an operating levy with a bond issue. I fear that if the public does not agree with the bond issue increase, they will vote no, thus eliminating the needed operating levy. The general public is new to this idea of combining issues/levies, as it has not been possible in the past. Does this cut expense by only having to post one item to the ballot?
- While I agree with what we're doing, I am nervous that tax payers have not informed themselves and will just see the amount of money and vote no. It is a lot of money and a lot of people are wondering if it can be done cheaper. If people WITH kids in school are struggling with the decision, how are we going to convince people without kids to pay this money? I'm not sure what the answer is.
- The reason I checked "don't know at this time" for the combined operating levy is when community members see a 14% increase in overall property taxes, and a 21% increase in school-related property taxes- those are large increases. I think that would turn off many voters. Is there a way to split the levy and bond issue, or is it felt if they are split it is easier for one or the other to be voted down?
- My concern is that providing a bandaid solution for Hastings Middle School is the wrong idea. Considering the age of the building and the fact that it was designed with a 1961 education in mind, it is woefully inadequate to service middle school students in this day and age. The classrooms are small and do not provide for group work. They are designed for rows of students facing front and, if we consider ourselves to be on the cusp of innovation, it simply doesn't work inside those confines. It is difficult to Serve, Lead, and Succeed in the 21st century with a building that was built without students or technology in mind. I worry that if Hastings is just taped back together, in the near future, it will be necessary to renovate or rebuild and the administration will need to go back to the voters on the heels of a very large bond issue with their collective tails tucked between their legs. A hat in hand approach would not be supported when the issue could have been tackled all at once. Is it expensive? Certainly. Do you sometimes have to spend money to save money? Absolutely. This is just such an instance. If those involved are figuring that major renovations can't be done North of Lane if the same isn't true for South of Lane, are you truly representing all of the members of this community?
- There is going to be significant sticker shock because the FAB decided to combine the High School and elementary schools. While it is not a deal-breaker to combine the bond issue with the operating levy, my concern is that the ask is simply too much to stomach. It is curious that the FAB did not present/consider a lower-cost option where there is a staged approach - renovate/replace the building that most needs it (high school) and triage the elementary schools. In three years come back and ask for another operating levy and bond issue to complete the elementary work. If you are worried about public support, then flip it and give the elementary schools the attention first and then in three to five years get to the high school. Finally, be very careful about alienating families who are invested in the district through athletics. Moving the stadium and the baseball diamond may be quite upsetting to families

who have spent a significant amount of time and money building/supporting these facilities. As a teacher and alumnus of UAHS, I'm worried about the chances of success of this bond and operating levy.

- Private funding should be greater. UA is a prime community to get MAJOR private investment in the rebuilding of the properties. Further, UA should pursue a relationship with Ohio State that develops our school district as a primary training district for their education (and other students). Proximity to OSU makes this a compelling option. With this approach in mind, The Ohio State University could be approached about also investing in the rebuilding of our facilities.
- I support the implementation of a plan with a pool prior to discussing a turf field.
- I think only the high school and Barrington School should be in phase 1 because of the immediacy of the high school needs, and the immediate needs and age of Barrington, the oldest building in the district other than Jones. Jones had its rehab several years ago, and now it is time for Barrington.
- I think the work completed by FAB is thoughtful and thorough. Their recommendations honor our history as a top-notch school system while also showing as much fiscal responsibility as we possibly can given the breadth of need we have. I support their findings as a teacher, a resident and a parent, and for the sake of our future, I hope the community does as well.
- It will be important to let change know what will be done (ahead) if the combined levy fails in the fall. What will be effected/reduced? What will the next levy be posted.
- The levy amount is perfect. The bond amount is a lot. I fear the tax payers won't pass such a high levy and bond combination - the bond is too high so they will vote no causing the levy to fail as well. Is there a way to break down the rebuild and repair plans into smaller chunks to be done over the course of many years? For instance, ask for a lower bond amount that covers rebuilds/repairs to the high school and one or two elementary buildings and in three years ask for another levy and bond to cover the remaining rebuilds/repairs.
- I keep hearing my neighbors and others around me complaining that we pay a lot of Taxes in UA. Please remind people that our taxes are lower or comparable with other districts. Also, I don't think people understand the positive overall impact the school renovations/rebuilding will have on our community and overall property value. Without the schools, and the proximity of UA, there are other more desirable neighborhoods to live in. Also, I don't know if people really understand that the money to "fix/repair" our buildings WILL come from somewhere, we're just trying to keep it from coming from education/instruction.
- I'm a resident and am concerned about the compounding costs that all of these projects will create for my taxes. The Middle School/Burbank/CO request for funding will be after two more operating levies, not included here. I'm not clear as to why we need to share costs for using Northam Park for the transitional field space - I understand that students who participate in sports will be affected, but isn't it temporary? We are all sacrificing under this plan, so I feel that we should do the best we can to accommodate the sports teams with the facilities we have without incurring additional expenses.
- It might be wise to do 3 phases: (1) High School (2) Elementary Schools (3) Middle Schools. Most importantly, I would like to know what the inside of the high school will look like. I'm concerned about the safety of an open school plan with glass walls and mostly open spaces

(like we were shown in some of the initial building team meetings with the consultant from Chicago). Furthermore, as someone who has taught in open school models in another district, I can say from experience that students are easily distracted in those environments. When high school students can see and hear one another in nearby classes and collaborative spaces, they often find it hard to concentrate.

- 142 million seems very high for a high school especially considering the land is already owned by the district
- Just a Thank you to the Board for the work it has been doing
- At this time I don't agree with renovating/rebuilding the elementary schools as part of phase 1 since their needs may be 10 years out.
- I hope you have allowed for teacher raises next year. The teachers are far more important than a new stadium, fields, etc... Yes, some systems/infrastructure need to be updated at schools, but please compensate the teachers fairly. My understanding is that they have not received much the past 10 years.
- I am not excited about a 14% increase in my taxes. There should be a better alternative and less of a financial burden on me.
- Solid proposal.
- Is paying the schools staff competitively with other top school districts in the area included in the operating levy? With allocating all these funds to buildings, I hope we will continue to think about the people who work within those buildings and compensate them appropriately for all the hard work that they put in.
- Combining the operating levy with the bond issue makes me nervous. If the community does not support the facilities re-building/renovation plan, then we will also lose our needed operating funds.
- I think the community is going to reject the combined operating levy & bond issue based on the 14% increase in property taxes/21% increase in school related property taxes. The community must understand that, by rejecting this combined levy/bond issue, future needs will only be greater because the current building facilities will further deteriorate. The bottom line is their pocketbook. Perhaps, with the improving economy due to the change in administration, people will be more likely to support such significant increases. They would have to be optimistic about their own future earnings.
- Thanks to everyone for all your hard work! This is an amazing district, and I support and trust your initial findings!
- I appreciate the administration, community members, school board, and FAB efforts to support the students of our community.
- The statement connected to the 3.75 mill operating levy to maintain current levels of funding concerns me because it looks like plans are being made to forgo raise for teachers yet again. We are some of the hardest working teachers in Ohio and we should be compensated for our hard work and dedication.
- Yes
- There are numerous booster clubs, parent organizations, the Education Foundation, PTO's, etc. What is their contribution to this effort. Everyone should be all in or all out.

- As a resident North of Lane, I see no reason to simply band aid Hastings back together and not do some actual renovations. It seems silly to spend money to patch it back together again when it needs to be updated so badly. I worry that a few years down the road, it will need renovating and it won't be supported by the community since they had just been asked to fork over all the money for this set.
- I enjoyed learning more about the Financial Advisory Board through an informational video that was shared with staff.
- Having the turf fields at the middle schools, may reduce the heavy traffic flow to Northam Park area.
- I'm concerned with the proposed main entrance of the high school being on a busy four lane road versus a quiet one way street. I also like the layout of the proposed new high school with the main entrance on Brandon Road versus the design with the Zollinger Road entrance. Can't emergency personnel quickly access to the Brandon Road main entrance school if there is an access point off of Zollinger Road? Don't they also have the ability to go the wrong way down a one-way road in the case of an emergency? Maybe widen Brandon Road on the high school side of the road to account for reverse emergency access when rebuilding with the main entrance along the Brandon Road side. I'm sure the City of UA can help with those costs through their increased income tax that they are collecting to support updating and improving city roads & infrastructure. This could also help the school possibly off-set some costs when collaborating this through the city. Maybe there is even a federal grant to help fund this. Residents would get a win-win if the millage doesn't have to be so high because they are already paying to support the road improvement through their income taxes. Plus, the bond/levy can tout this since all City School Employees pay toward this UA city tax that helps to fund some of the city projects that have come to fruition in the past few years. I also think that this ambitious and well thought out levy/bond plan is still going to be a tough sell to residents. The increase in property taxes is staggering since the average home price in UA is within that \$400K range. It would be interesting to find out how many of UA City Schools employees live in UA and then determine if they would be willing to increase their property taxes by that much. You'd then have a litmus test sampling to see if the UA resident survey is providing similar results. Plus, if we have a 75% live and work in UA employee population it shows that we are right in there with residents willing to share the burden to improve our schools and continue to push forward the educational legacy of our community. This venture is not an easy road, but who wants to take the easy route when the challenging path always proves to be more rewarding. Thank you for offering this survey & best of luck!
- The master plan calls for an increase in taxes for MANY years in advance...where does that put us in asking for an operating levy 3 years down the road? 8 years down the road? 10? Will people be sick of us asking for money and we'll have some new buildings and nothing to make it work? Just curious how that will work out down the road.
- Thank you for your support, effort and time! It's so nice to know people are helping the schools advance in the right direction!
- While it seems a considerable cost, I believe the rebuilds/renovations are very important and worth the investment by the community. I appreciate the outreach that the district has done

already and think it is important to help the community understand the importance of these costs.

- I fear that including construction of 2 athletic fields, the shared space behind Tremont and the eventual new field at the High School will be seen by taxpayers as a waste of funds....putting athletics before education. I also fear that the resistance to change at Northam Park will carry over into the levy.
- I think it is important to inform the community that this increase in taxes (to support the schools) A) Still lands us in line with other communities in Columbus. The dollar value to school tax ratio is still quite low -and- B) It directly causes property values to rise. The improvement in schools has economic spin-off benefits for ALL buildings in the community. It is important to get this message out to the community. We will help with that task.
- I think building a new high school is premature with the changes in education. With Betsy Devos in charge, more and more students are going to choose alternative ways to obtain their education. We may end up with a building that is half-filled. That would be a waste of money and resources.
- I think the operating levy portion should be larger and the bond issue part of the proposal should address the high school only, for a smaller overall increase in property taxes. I think the total amount is overwhelming to people, and the district should prioritize the high school at this time.
- I don't necessarily agree with the turf at Northam instead of the middle schools. I am assuming the middle schools fields will be used by the high school in the transition of stadiums. Both middle school football fields are in terrible shape to begin with and It only makes sense to turf the middle school fields, where you can charge admission to the sporting events, instead of Northam where you can't. Then when all is said and done, both middle schools will have gained something in the process instead of an open field at Northam that will be used/abused by the community when UA isn't using it. Concern about the 3.75 mil (lowest ever). After years of declining take home pay, it is time we teachers who have sacrificed the past 10 years by taking pay freezes (actually pay cuts due to increased insurance cost, increased STRS and the City of Upper Arlington's increased income tax) I currently make \$4,973 less a year than I was in 2007. Do the simple math, that is \$49,730 less take home pay over the 10 years. Time for a change.
- I think the price tag is too big for the community to support. I would tend to support what the community will support.