

Evaluation Design: Reduced Tuition for Children of Employees

Description: This was a no-cost initiative; however, it had the potential of reducing revenues by as much as \$61,000. The proposal aims to improve employee well-being and job satisfaction by reducing tuition for employees' out-of-district children from \$5400 to \$1000. Additional children will be \$500.

Stated Metrics: Findings that participation in this program helps to retain ACPS employees residing outside of Albemarle with children. [Outputs] ✓

A reduction of employee turnover equivalent to the projected impact cited in the outputs. [no projected data; data not tracked]

Improvement on pertinent items from the state-mandated working conditions survey. [used our own survey from 2019 and 2022] ✓

An overall sense of greater well-being and reduced absenteeism for school division employees who come in from other districts, especially on inclement weather days where their school system cancels school and ACPS does not. ✓

Evaluation Activities:

1. Review program questionnaire ✓
2. Track program participants and revenue each year 2018-19 through 2021-22 ✓
3. Measure of employee turnover the past three years – used retention rates in HR annual report
4. Survey employees participating in the program ✓

Findings:

This program does seem to improve employee well-being and particularly, to keep these 49 employees employed in this school division with a better “work-life balance.” This number represents about 6% of our total employees who live outside of the county.

In the surveys that went out to employees, 90.2% of the participants reported that this benefit influences their decision to stay employed “a great deal,” while 95.2% of the participants reported that this benefit impacts their work life balance “a great deal.”

When asked if the benefit reduced absenteeism rates, 93% of employees stated that “yes, this benefit reduced my absenteeism rate, particularly on inclement weather days.”

The most recent retention rates found, reported in the 2020-2021 Human Resources Annual Report shows the following rates:

Employee Type	Retention Rate Reported 2018	Retention Rate Reported 2021
Teachers	88.1	88.8
Administrators	86.4	94.1
Classified Staff	77.0	80.4

In terms of revenue, with 76 students (up from 28), there is clearly lost revenue if ACPS had charged the higher tuition. However, the families likely would not have participated in the program. Therefore, the metric to take a look at is that the program participation has increased each year with the current cost of tuition, so the revenues have gone up each year since the first year of implementation.

Recommendation: Keep the program “as is.”

Other Results:

6 employees asked to further reduce benefit/make tuition free for employees in the survey comments

Participating Children in 2018-19 school year = 28 (representing 24 employees)



Participating Children in 2021-22 school year = 76 (representing 49 employees) collecting \$62,500 in revenue (30 employees are teachers; 4 administrators, 12 all other support staff and 3 Local Government) (don’t have revenue totals for previous years)

Survey Questions:

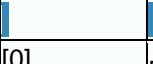


1. How long have you lived outside of ACPS and placed your children in ACPS schools?
2. To what degree does this benefit influence your decision to stay employed in Albemarle County Public Schools?
3. To what degree does this benefit impact your sense of well-being as an employee?
4. Did you participate in the program before it was reduced to \$1,000 for the first student and \$500 for each additional student?
5. Has having your children in ACPS schools reduced your absenteeism rate?
6. Any other comments_____

Tuition Survey from 2019

Q2. Select the best response:						
		Extremely	Somewhat	Not Much	Not At All	Total
(a)	Does the reduction in the tuition influence your overall job satisfaction?	[24] 85.71%	[3] 10.71%	[1] 3.57%	[0] 0%	28
(b)	Does the ability to send your child(ren) to an ACPS school influence your overall job satisfaction?	[26]	[2]	[0]	[0]	28

		92.86%	7.14%	0%	0%	
						
(c)	Do you think the program (reduced tuition for employees) makes you more likely to remain in your job?	[27] 96.43%	[1] 3.57%	[0] 0%	[0] 0%	28
						

Reasons for sending children: Quality of Schools, same schedule, saves on daycare, other logistics
February 2022 Survey

Q2. To what degree does this benefit impact your work life balance?						
		Not at All	A Little	A Great Deal	Not Sure	Total
(a)	influence your decision to stay employed in Albemarle County Public Schools?	[2] 4.9%	[1] 2.4%	[37] 90.2%	[1] 2.4%	41
						
(b)	impact your sense of well-being as an employee?	[0] 0%	[5] 11.9%	[37] 88.1%	[0] 0%	42
						
(c)	impact your work life balance?	[0] 0%	[2] 4.8%	[40] 95.2%	[0] 0%	42
						

Complete March 2022 Survey Results



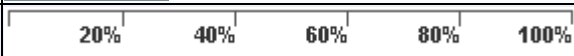
Employee Tuition Benefit Winter 2022

Q1. How long (in years) have you lived outside of Albemarle County and placed your children in ACPS schools?		
Min	Max	Avg
1	9	3.26




Q2. To what degree does this benefit impact your work life balance?						
		Not at All	A Little	A Great Deal	Not Sure	Total
(a)	influence your decision to stay employed in Albemarle County Public Schools?	[2]	[1]	[37]	[1]	41

		4.9%	2.4%	90.2%	2.4%	
(b)	impact your sense of well-being as an employee?	[0] 0%	[5] 11.9%	[37] 88.1%	[0] 0%	42
(c)	impact your work life balance?	[0] 0%	[2] 4.8%	[40] 95.2%	[0] 0%	42




Q3. Did you participate in the program before it was reduced to \$1,000 for the first student and \$500 for each additional student?

Responses	Responses	%	Percentage of total respondents
No	29	70.7%	
Yes	12	29.3%	
Total Responses	41		

Q4. Has having your children in ACPS schools reduced your absenteeism rate, particularly on inclement weather days? One reason for instituting the program was to reduce absenteeism for employees who come in from other districts, especially on inclement weather days where their school system cancels school and ACPS does not.

Responses	Responses	%	Percentage of total respondents
No	3	7.1%	
Yes	39	92.9%	
Total Responses	42		

Q5. Will you participate in the program next year?

Responses	Responses	%	Percentage of total respondents
No	6	14.3%	
Yes	36	85.7%	
Total Responses	42		

Q6. Any other comments?

We love the opportunity to have our children on the same school schedule and not have miss work when another school division is closed. PLEASE keep this program!!!

why the cost at all - the benefit should to free to employees.

This is a wonderful benefit and I don't think there is a higher honor for a school system than to have employees say that they want their child to attend school within their school system because they believe in the education they are providing. I love Albemarle County Schools and I wish for all of my children to attend here, but having a tuition fee is a burden at times.

I would not be able to work for ACPS without this benefit. I have very much appreciated the reduced rate.

Thank you for this benefit. It has been tremendously helpful for me as an educator and also for my 2 children.

ACPS schools was worth the cost when I paid \$6K plus \$3K plus \$3K for my three kids. However, it kept my take home pay at my 0-3 years level despite being a veteran teacher with 15+ years. When the cost shifted, our ability to do more than "just get by" drastically improved. My daughter will graduate in two years, so an increase will only affect us for a short while. However, it will have a significant impact on younger families in my position. I know that I turned down jobs in Fluvanna, where I reside, and Charlottesville (which had cheaper tuition) because I saw value in what ACPS was offering. Feeling "taken care of" made me more loyal at a time when recruitment was higher in other counties. Increasing the cost will contribute to ACPS losing teachers who can't afford different schedules and large pre-pay deductions.

It's been really helpful to have my child on the same schedule as my work schedule. Fluvanna County Schools gets out much earlier (2 weeks earlier) and often had different snow days, teacher work days, etc. Thank you for this opportunity. I hope that it has benefited the district's employees and helped overall with absenteeism.

This program has been a huge blessing to our family. It is one of the primary reasons I would not consider taking a job in another district. While we had one child in ACPS before the program began, we were only able to do that with financial support from my parents. We now have both our children in ACPS and it would be a financial burden if this program was discontinued.

It will be nice to eliminate the tuition for county employees ,some of us are living on a weekly check .

Thank you for providing this benefit to my family. The alignment of school calendars (and inclement weather days) has allowed us to spend more time together not have to take days off for school holidays and inclement weather days. It also enables me to stay after school to support students and prepare. Previously I would need to live school immediately in order to pick my children up from their elementary schools. Thank you!

Being allowed to have my children in ACPS schools as an employee is one of the main benefits that attracted me to ACPS. Being on same schedule for work days, inclement weather days, etc, relieves so much stress. My children are in kindergarten & 3rd grade; I hope they can complete their k-12

schooling in ACPS. When evaluating my long-term goals, teaching in ACPS until they graduate is an unquestioned step in all plans due to the fact that my children's education in ACPS is the highest priority.

I am very thankful for the reduced tuition fees. I would like to see the county eliminate the fees altogether like surrounding counties. The City of Charlottesville, Louisa, Fluvanna and Green counties do not charge their employees any fees to bring their child to school with them.

The reverse inclusion program should be included and the principal should be allowed to make the decision to allow reverse inclusion kids in, just like the other kids.

The program does not take into consideration students with IEPs . Removal of a teacher's child from the out-of-county program will impact retention and absenteeism.

I truly appreciate being able to send my child to ACPS schools. My husband works an early shift and we would not be able to have him attend school in the county we live in due to the time that we both have to be at work. I also appreciate being able to divide up the payment into 12 months.

We have loved attending Burley Middle School but are attending CHS next year. Thank you so much it has been wonderful for our son.

The reduction in tuition is the reason I was able to stay with Albemarle County once my second child was entering kindergarten. It also makes me feel like our county cares about my family's well being. The real estate in Albemarle isn't affordable for us, and this allows us to have our home, have the kids on my same schedule, and have our kids attend a school system I believe in. Thank you.

Thank you for making this option possible for Albemarle County employees that do not live in Albemarle.

I think that since we work at the school full time we should not have to pay anything. My kids have been going to these schools since 4 years old and my oldest is 17 and I have 4 children. Until I moved a year in a half ago I have to pay now and I don't make a lot of money at ACPS so we shouldn't have to pay for our kids to go there. We need that extra money for food or clothes for them. So hopefully you guys will understand that and take the fee away. Thanks. Heather Breeden

We have very much appreciated the reduction of the tuition. We hope that it continues.

My daughter was enrolled in the Virtual school this year so I did not see why I still had to pay 1000.00.

Both, I and my wife work for the ACPS, and we know for sure the positive impact it has had on our child's education. ACPS has a great deal of resources that other school districts may not. Its also been a perfect situation as far as scheduling drop offs and pick ups. We as a family are grateful for this benefit and any further reduction in cost could truly help...

I really appreciate the reduced tuition rate to bring my daughter to my school. It makes a tremendous difference in my work/ life balance. It also means that I can stay after school more because I do not have to find childcare for my daughter. Thank you for reducing the rate!

The reduced cost has been a game changer and ensures that my kids can all come to ACPS. I hope this continues as is.

This has made a HUGE positive impact for us. I hope it won't change!

Due to now being a home owner in Albemarle County, I will no longer be participating in this program. However, if I still lived outside of Albemarle, I would most definitely be participating as it's been a lifesaver.

I previously stated in this survey that we would use this program next year, but recently my daughter stated she would like to go back to her previous school to be with her friends from her community.

Thank you for the discount.