
BOARD AGENDA ITEM

Information/Discussion _____

Future Action _____

Action X

Item: Request for Additional Positions for 2025-2026 and for 2026-2027; One additional class including One Teacher and Two Instructional Support Specialists at KEC Oakleigh for 2025-2026. One Program Coordinator at KEC Oakleigh for 2026-2027.

Submitted by: Kirsten Myers

Kirsten Myers

E5DD6C93035CE3A1FDFDAA335B1A115 ready,sign

Date: April 2, 2026

Recommended by: Dave Rodgers

Dave Rodgers

BB95C31328D85C2E5B8A54F16AE58275 ready,sign

Board Meeting Date: April 20, 2026

RECOMMENDATION:

2025-2026 Positions

KEC Oakleigh: One additional new classroom at KEC Oakleigh, including One Special Education Teacher and Two Instructional Support Specialists.

Rationale:

The addition of a new classroom within the center program is necessary to appropriately respond to a growing number of incoming referrals for students with complex and intensive support needs with a component of significant mental health challenges as well. Current program capacity and staffing structures are not sufficient to maintain the level of individualized support, safety, and instructional quality required to meet these students' needs effectively.

Students being referred to the program present with significant externalizing behavior needs that require highly structured environments, lower student-to-staff ratios, and specialized instructional approaches. Without expansion, existing classrooms risk exceeding recommended capacity, which may compromise the ability to implement individualized education plans (IEPs) with fidelity and maintain supportive, safe learning environments.

The creation of an additional classroom allows for more appropriate grouping of students based on need, grade and age span, increased access to individualized and targeted interventions, and consistency in service delivery. It also supports staff by creating more manageable caseloads, enabling formation of stronger relationships, more effective instruction, and improved responsiveness to student needs.

Overall, this expansion is a proactive step to ensure the program can continue to provide high-quality, compliant, and student-centered services while maintaining effective and safe learning

environments for both students and staff.

Position	Location	FTE	Accounting Code
Special Education Teacher – EI	KEC Oakleigh	1	21-1-122-1240-140-0000-21320-2944-2130
Instructional Support Staff – EI	KEC Oakleigh	2	21-1-122-1630-140-0000-21320-2944-2130

2026-2027 Position

KEC Oakleigh: One additional Program Coordinator.

Rationale:

As the complexity of instructional programming, compliance expectations, and student needs continues to grow, it is essential to establish a leadership structure that both defines strategic direction and ensures consistent, high-quality implementation.

The Building Principal maintains primary responsibility for systems-level leadership, including accountability, staff supervision, resource allocation, and the overall direction of instruction and continuous improvement efforts. However, the scope and depth of these responsibilities necessitate a complementary role dedicated to supporting the day-to-day execution and monitoring of these systems. The Program Coordinator position is designed to fulfill this need by providing targeted support in the areas of coaching, coordination, and operational implementation.

By establishing this position, the school creates a balanced and responsive leadership model that bridges strategic oversight with practical application. This structure enhances organizational coherence, strengthens staff capacity, and promotes a more consistent, effective learning environment for all students.

Position	Location	FTE	Accounting Code
Program Coordinator – EI	KEC Oakleigh	1.0	21-1-226-1165-081-0000-21320-2944-2130