

Lakeland Joint School District #272

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**LJSD Vision: A community committed to academic excellence ...
dedicated to student success.**

Board Report

September 16, 2026 Board Meeting

Dear Members of the Board,

The 2026–27 school year is off to a busy and productive start. The Human Resources Department welcomed and onboarded 39 new teachers and 40 new classified staff members so far this year. We are currently focused on completing contracts and assignments in preparation for our significant September payroll. September and October are especially busy months for our department as we establish base assignments and process supplemental assignments for staff across the district.

I have also had the opportunity to meet with staff members throughout the district, and overall morale appears to be positive. As part of our ongoing commitment to supporting employees, I have been meeting with staff members who are navigating circumstances that may require Family and Medical Leave (FMLA). These conversations can sometimes take place during challenging moments in an employee's life, and I want to ensure that our staff members feel supported, respected, and cared for as they navigate these situations.

FMLA conversations can also accompany joyful life events, including the arrival of a new child. Whether an employee is facing a difficult circumstance or celebrating an important milestone, our goal is to approach each conversation with compassion, confidentiality, and a commitment to helping our staff understand the resources and leave options available to them.

As we move through these busy first months of the school year, the Human Resources Department remains focused on supporting our employees and ensuring they have the information and assistance they need to be successful.

Respectfully,

Brook Cunningham, Director of HR