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For the September 24, 2025, Board of Education Meeting

This report presents the proposed 2025-2026 Staffing Plan to the Board of Education for approval as part of the consent agenda.

This report introduces a timeline for staffing approval and recommends the creation of three new positions to enhance student support systems at Northlawn Junior High School.

New Staffing Approval Process

Moving forward, we will implement a two-step approval process to ensure our staffing levels are both proactive and responsive to student needs. A tentative staffing plan will be presented to the Board for approval each spring, allowing for preliminary planning and recruitment. The final staffing plan will then be brought for approval in June, once enrollment numbers and funding levels are more concrete.

Proposed New Positions for 2025-2026

To better support the behavioral and social-emotional needs of our students at Northlawn Junior High School, especially given the current lack of a social worker, we are recommending the creation of three new positions. These roles are designed to strengthen our behavior intervention systems and provide crucial support throughout the school day.

The new positions are:

- **Part-Time Floating Aide:** To provide flexible support in various classrooms and common areas as needs arise.
- **Part-Time Lunchroom Supervisor:** To ensure a structured and safe environment during lunch periods.
- **Behavior Interventionist for 7th and 8th Grade:** A dedicated specialist to work with students, teachers, and families to implement positive behavior strategies and interventions.

These positions represent a direct investment in the well-being and success of our junior high students.

Complete Staffing Plan

The complete proposed staffing plan for the 2025-2026 school year has been included for your reference and review.

The administration is confident that this staffing plan aligns with the district's goals and fiscally responsible framework. We recommend its approval.