

**Questions Submitted by Trustee Connie Prado**  
**January 23, 2019**  
**Regular Called Board Meeting**

**Presentation/Report #5**

1. Recently, you, as Superintendent, announced some new hires. The positions were Chief of Staff, Chief Academic Officer and Chief Financial Officer. (It should be noted, that the Superintendent, through his contract, has sole authority in the hiring, firing, assignment and reassignment of all employees.) Have the incumbents for the above positions left the school district?

**No. They have been re-assigned to vacant positions.**

2. If not, does their retention hurt our School First Rating, specifically, Indicator #11 (Administrative Cost Ratio)? Is the administration cognizant that the over staffing of administrative personnel in function 21/function 41 ultimately hurts instruction in the Administration Cost Ratio according to the FASRG?

**Current staffing changes are not projected to negatively impact the administrative cost ratio indicator, nor hurt instruction, now or in the future, due to the fact that the district had vacant positions that had been approved in the current year budget but had not been filled. Additionally, we have increased support to instruction by hiring additional teachers in any campuses that displayed high student to teacher ratios, all within the approved 2018-2019 school year budget.**

3. Should the Board of Trustees authorize personnel positions not authorized in the approved annual Budget before those positions are filled?

**No. As long as personnel hires by the superintendent fall within the confines of the district budget.**