



LAKE BLUFF SCHOOL DISTRICT 65

TO: Board of Education
Dr. Lisa Leali, Superintendent

FROM: Jay Kahn, Chief School Business Official

DATE: March 16, 2026

RE: 2026-27 Staffing Plan

Recommendation

Administration recommends a preliminary licensed staffing plan that is a net increase of +0.8 FTE. Licensed staffing would increase by +1.7 FTE, though this increase will be partially offset a reduction of -0.9 FTE in support staffing and by a reduction in outsourced support.

Background

Each year, the administrative team reviews data and makes recommendations regarding staffing for the upcoming school year. Recommendations are based on the projected enrollment for students in pre-kindergarten through eighth grade as of January, as well as student services and other needs.

Current Situation

Classroom Teachers

Due to shifting enrollment, the number of elementary sections is decreasing – 1.0 FTE next year. As a large class moves from 5th grade to the middle school next year and a smaller class is entering 4th grade, we can maintain class sizes with one fewer FTE.

Multi-Lingual

There may be some shifting between World Language and Multi-Lingual but no net change in FTE.

Student Services

With the changes at True North Special Education Cooperative 804 and the desire to build our long-term capacity in Speech Pathology, administration is recommending hiring an additional +0.7 FTE speech pathologist. In conjunction with this change in staffing, we will reduce or eliminate the need for outsourced speech services.

Due to increasing needs for Occupational Therapy, administration is recommending an increase of +0.1 FTE (from 0.9 to 1.0) for our Occupational Therapist.

Staff Support

Administration has identified the need for +2.0 FTE Teaching & Learning Coordinators to design, coordinate, and facilitate professional growth opportunities that directly impact student achievement. We are seeking approval for these two positions, however, filling these vacancies for next year will depend on the number and quality of applicants.

Technology

With the restructuring of the technology department, we are reducing -1.0 FTE Tech Support/Administrative Assistant, however the staffing of the Technology Director position has yet to be determined.

Lake Bluff Elementary School District 65 FY2027 Licensed Staffing

	Current Year 2025 - 2026				Recommendations 2026 - 2027				Change
	LBES	LBMS	District	Total	LBES	LBMS	District	Total	
Instruction	54.0	31.0	-	85.0	53.0	31.0	2.0	86.0	1.0
Pre-Kindergarten	1.0	-	-	1.0	1.0	-	-	1.0	-
K-5 Classroom Teachers	27.0	-	-	27.0	26.0	-	-	26.0	(1.0)
6-8 Classroom Teachers	-	14.0	-	14.0	-	14.0	-	14.0	-
Fine Arts	4.0	4.0	-	8.0	4.0	4.0	-	8.0	-
Wellness/Health	3.0	3.0	-	6.0	3.0	3.0	-	6.0	-
World Language	1.1	2.5	-	3.6	1.1	2.5	-	3.6	-
Early Childhood Special Ed.	1.0	-	-	1.0	1.0	-	-	1.0	-
Special Education	7.0	6.0	-	13.0	7.0	6.0	-	13.0	-
Reading Support Specialist	2.0	-	-	2.0	2.0	-	-	2.0	-
Math Support Specialist	1.0	-	-	1.0	1.0	-	-	1.0	-
Teching and Learning Coordinator	-	-	-	-	-	-	2.0	2.0	2.0
Enrichment	4.0	-	-	4.0	4.0	-	-	4.0	-
Multilingual	2.9	1.5	-	4.4	2.9	1.5	-	4.4	-
Student Support Services	5.0	2.8	1.0	8.8	5.7	2.8	1.0	9.5	0.7
Social Worker	2.0	1.0	1.0	4.0	2.0	1.0	1.0	4.0	-
Behavior Coaching	-	-	-	-	-	-	-	-	-
Physical Therapy	-	-	-	-	-	-	-	-	-
Psychologist	1.0	1.0	-	2.0	1.0	1.0	-	2.0	-
Speech/Language Pathologist	2.0	0.8	-	2.8	2.7	0.8	-	3.5	0.7
Staff Support Services	1.0	1.0	-	2.0	1.0	1.0	-	2.0	-
Library/ Media Center	1.0	1.0	-	2.0	1.0	1.0	-	2.0	-
Administration	2.0	2.0	4.0	8.0	2.0	2.0	4.0	8.0	-
Building Administrators	2.0	2.0	-	4.0	2.0	2.0	-	4.0	-
District Office Administrators	-	-	4.0	4.0	-	-	4.0	4.0	-
Total District Licensed FTE	62.0	36.8	5.0	103.8	61.7	36.8	7.0	105.5	1.7

WL/ML

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Student Support Services	Additional Third Party Contracted Services									
Behavior Coaching			0.3	0.3	-	-	0.4	0.4	0.1	IGA
Physical Therapist			0.3	0.3	-	-	0.3	0.3	-	IGA
Speech Pathologist	-	0.5	-	0.5	-	-	-	-	(0.5)	
Special Education Teacher	-	-	-	-	-	-	-	-	-	
School Psychologist/Social Worker	-	-	-	-	-	-	-	-	-	
Total Outsourced Licensed FTE	-	0.5	0.6	1.1	-	-	0.7	0.7	(0.4)	

Lake Bluff Elementary School District 65 FY2027 Non-Licensed Staffing

	Current Year 2025 - 2026				Recommendations 2026 - 2027				Change
	LBES	LBMS	District	Total	LBES	LBMS	District	Total	
Clerical/ Administrative Support	2.0	1.0	4.5	7.5	2.0	1.0	4.0	7.0	(0.5)
Administrative Assistant	2.0	1.0	3.5	6.5	2.0	1.0	3.0	6.0	(0.5)
Human Resources/ Payroll	-	-	1.0	1.0	-	-	1.0	1.0	-
Student Support Services	15.3	9.1	-	24.4	15.4	9.1	-	24.5	0.1
Occupational Therapist	0.8	0.1	-	0.9	0.9	0.1	-	1.0	0.1
Teaching Assistant	13.5	7.0	-	20.5	13.5	7.0	-	20.5	-
Multilingual Teaching Assistant	-	-	-	-	-	-	-	-	-
Lunchroom/Recess	-	1.0	-	1.0	-	1.0	-	1.0	-
Nurse	1.0	1.0	-	2.0	1.0	1.0	-	2.0	-
Staff Support Services	0.5	1.0	1.5	3.0	1.0	1.0	1.0	2.5	(0.5)
Library Media Support Aide	0.5	-	-	0.5	0.5	-	-	0.5	-
Tech Support	-	1.0	0.5	1.5	-	1.0	-	1.0	(0.5)
Technology Director	-	-	1.0	1.0	-	-	1.0	1.0	-
Data Specialist	-	-	1.0	1.0	-	-	1.0	1.0	-
Maintenance	3.0	3.0	1.0	7.0	3.0	3.0	1.0	7.0	-
Maintenance Supervisor	-	-	1.0	1.0	-	-	1.0	1.0	-
Maintenance/Custodial Staff	3.0	3.0	-	6.0	3.0	3.0	-	6.0	-
OVERALL	20.8	14.1	7.0	41.9	21.4	14.1	6.0	41.0	(0.9)

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	Additional Third Party Contracted Services								
Director of Safety & Security	-	-	0.4	0.4	-	-	0.4	0.4	-