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Purpose

The purpose of this report is to initiate a discussion regarding the district's staffing plan for the 2026-2027 school year. As we prepare for the upcoming academic cycle, it is necessary to evaluate our human resources to ensure we are supporting student needs while maintaining fiscal responsibility.

Background and Information

The administration has developed a comprehensive draft of the 2026-2027 staffing master. This plan ensures a balanced distribution of certified and non-certified personnel across all district buildings:

- **Centennial School:** Staffing is focused on 2nd-4th grade instruction, CARES programming, and robust special education support.
- **Kimes School:** Resources are prioritized for Pre-K, Kindergarten, 1st grade, and early intervention services.
- **Northlawn (NL):** The plan supports a 5th-8th grade departmentalized structure along with specialized CARES 3 and 4 units.
- **District-Wide:** Centralized leadership and shared instructional roles (such as K-5 Art) continue to provide essential support services.

To ensure transparency, detailed staffing documents are provided for Board review prior to any formal action next month.

Strategic Options for Consideration

The administration has identified three key personnel additions to support our students and staff for the 2026-2027 school year:

- We propose the addition of a full-time physical education teacher at Kimes which will allow us to shift the current half-time position to Northlawn to increase student activity time and better align the fifth-grade schedule with the middle school grade levels.
- The district is looking to add a full-time multilingual aide to ensure our diverse learners receive the direct support and resources they need to succeed across all buildings.
- I am proposing a one-year interim director of curriculum for a 120-day term to lead curriculum and instruction initiatives while providing valuable coaching and mentorship to our building administrators.

The district will remain fiscally responsible by restructuring grants and limiting other operational costs to compensate for these essential positions.

Administrative Recommendation

This report is provided for discussion and to seek Board direction on the proposed 2026-2027 staffing updates. While we remain committed to a high-quality instructional environment, we must decide if these specific enhancements align with the district's long-term vision and resource allocation goals.

No formal action is requested at this time, but the administration seeks a consensus on this strategy before moving to a formal vote next month.