



McCall-Donnelly Joint School District No. 421
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Date: August 10, 2026

To: McCall Donnelly School District Board of Trustees

From: Tim Thomas, Superintendent

I am requesting consideration to expand the Donnelly Elementary School Counselor position from 0.5 FTE to 1.0 FTE. The position has been posted since late May with no applications fitting the criteria.

The current half-time position is budgeted for 736 annual work hours. If the current 0.5 position is not filled, then counseling services will need to be contracted out. The anticipated billing rate for contracted services is approximately \$100 per hour, the estimated annual cost to provide the same level of service is approximately \$75,000.

A contracted counselor could provide direct student services, including individual and small-group counseling, I do not believe that a 0.5 FTE allocation adequately meets the counseling needs of Donnelly Elementary School. Student social-emotional, behavioral, and mental health needs continue to increase, requiring greater availability for prevention, intervention, crisis response, consultation with staff, and family support. Expanding the position to 1.0 FTE would provide the consistency and capacity needed to better support students and staff throughout the school day.

Given the demonstrated student need, the limitations of contracted services, and the operational advantages of maintaining an in building district-employed counselor, I recommend expanding the Donnelly Elementary School Counselor position to 1.0 FTE beginning with the 2026-27 school year.

Barbara R Morgan Elementary School Donnelly Elementary School Payette Lakes Middle School

Heartland High School McCall-Donnelly High School