



Board of Education

TO: Board of Education
FROM: Sarah Burnett, Assistant Superintendent of Human Resources
DATE: March 19, 2026
RE: Staffing for 2026-2027

This memo is:

- Information only.
- Information with a recommendation, and a request for Board approval by vote.

Date by which a Board decision is needed: April 9, 2026

Previous memos on this topic can be found:

- in previous Board packet(s) dated.
- or attached to this memo

Basic Information:

As part of our ongoing commitment to provide high-quality services to students while maintaining fiscal responsibility, the district administration regularly reviews staffing levels across schools. Each year, the district submits a comparability report to the state. This process has been challenging because our current staffing model emphasizes equal distribution across buildings rather than equitable allocation based on student needs. In addition, the district has experienced several years of declining enrollment. In response to these factors, this memo outlines the staffing adjustments the administration is proposing for the 2026–2027 school year.

Background/Historical Context:

Instructional Coaches: Currently, each building has an Instructional Coach who is located in that building and works only with teachers in that building. Principals oversee and evaluate their instructional coaches. The proposed changes to this position are below:

- Instructional coaches will be housed in a central location near the Educational Service Center
- Instructional coaches will be overseen and evaluated by the Department of Teaching and Learning administration
- Instructional coaches will work with teachers district-wide, rather than only in one building.
- All instructional coaches will be expected to coach in the areas of literacy and math, as well as one to two specialist areas (i.e. classroom management, differentiation, etc).
- The updated job description can be found [here](#).

Multilingual Learner Coaches (MLL Coaches): Currently, each building has a Multilingual Learner Coach, located in their building. This position focuses on compliance for EL students, as well as coaching teachers in EL strategies and support. The proposed changes to this position are below:

- The title of this position will change to Lead Teacher for Multilingual Learners
- This position will be overseen and evaluated by the Department of Teaching and Learning administration
- This position will no longer coach teachers
- This position will provide direct EL services to students, along with managing compliance requirements for ELs
- The updated job description can be found [here](#).

Accelerated and Enrichment Teachers (A&E): Currently each building has one K-2 A&E Teacher and one 3-5 A&E teacher. As enrollment in the district has declined, so have caseload numbers for this population of students.

The proposed changes are below:

- All A&E teachers will service students grades K-5.
- Current 3-5 A&E teachers will remain in their buildings next year, however current K-2 A&E teachers will no longer only serve one school. They will provide A&E services district-wide.
- K-2 A&E teachers will be reduced by 1.0 FTE for the 26-27 school year. One current vacancy will not be filled.

Part Time Employee RIF

- Each year all part time licensed staff members are RIFed and recalled to a position that they are eligible for.
- This year we only have one part-time licensed staff member. The RIF resolution can be found [here](#).

Previous decisions, actions, or parameters that relate to this topic or issue:

N/A

Recommendations:

It is the recommendation for the Board of Education to approve:

1. The staffing changes contained within this board memo for the 26-27 school year.
2. The updated job description for Instructional Coaches
3. The updated job description for Lead Teacher for Multilingual Learners
4. The reduction of 1.0 FTE K-2 A&E teacher in the A&E program.
5. The RIF of one licensed staff member - Part Time Psychologist