



Board of Education

TO: Board of Education
FROM: Krissy Goebbert, Director of Student Services
 Sarah Burnett, Assistant Superintendent of Human Resources
DATE: April 9, 2026
RE: Honorable Dismissal of Speech Language Pathologist Assistant

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 23, 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 a staffing recommendation to honorably dismiss the 1.0 FTE Speech Language Pathologist at Pioneer Preschool.
Background/Historical Context:
Through the Special Education Committee, all Speech and Language Pathologists completed a Workload Analysis to quantify workload using a numbers-based system. The Workloads were completed and updated three times this school year to evaluate the rolling enrollment at preschool specifically. Based on the Workload Analysis, it was determined that Pioneer Preschool was overstaffed for speech and language service personnel. As a result, the recommendation is being made for a reduction in force (RIF) that would reduce the speech and language services at Pioneer preschool by one FTE Speech Language Pathologist Assistant. The RIF Resolution can be found here .
Previous decisions, actions, or parameters that relate to this topic or issue:
The job category of SLPA was created in 2022 and agreed to by the Support Staff Association as a position to be filled when certified SLP positions remained unfilled. As a result of challenges with hiring Speech Language Pathologists, the preschool hired an SLPA to meet the needs of students receiving tiered intervention speech and language services.
Recommendations:
It is the recommendation for the Board of Education to approve: <ol style="list-style-type: none"> 1. Reduction of 1 FTE Speech Language Pathologist Assistant