Board Member Questions

Everett 1/15/26	Of the central office staff that will remain I'd like a list of the titles and salary for the role.	We need to be very careful with information about which staff will be eliminated and which ones will remain until that information is final and the staff being eliminated have been notified. This information will not be available until division administration has completed their final org chart changes, which we anticipate being presented to the Board in February.
Everett 1/15/26	After the reorg how many total central office staff remain?	This information will not be available until division administration has completed their final org chart changes, which we anticipate being presented to the Board in February.
Everett 1/15/26	How many total certified staff do we have in the district that are not a teacher, principal, AP or counselor?	We have 185 certified administrators and 45 certified teachers (resource teachers, leads) working in central office departments. These numbers are before the positions being eliminated. We also have 848 school-based certified administrators, including Principals (168), APs (319), and Counselors (323).
Everett 1/15/26	Between the central office reductions, the SA reductions and AIC reductions can I get a breakdown of how many actual jobs we are cutting from each group? For example 20 SAs, 50 AICs and 200 Central office staff. I mainly went to see how many people we are removing from schools compared to central office. If we have the job titles of the central office staff being removed I would like that as well.	Currently, 305 central office positions are being eliminated, with a number of positions being added back to reduce that number (for example, the new Chief positions). This number will change as division administration complete their departmental reorg plans, but the cost savings will remain. School positions: Safety Administrators – currently, 73 active employees, of which half, or about 37, will be maintained. AICs have been removed from the reductions list after hearing feedback from the Principals. MHPs – 175 currently, with a plan to maintain 70-80.
Everett 1/12/26	The upbeat survey seems very high in price for something we could do with our own data team and I am hearing on the ground the principal	Title II has been the funding source for this initiative and we hope that will continue. The cost is $2,250.00 per school which includes the collection of data using a valid/reliable survey twice a year and one-on-one principal coaching. The latest teacher retention rate shows a gain of 1.2% (94.6% in 24-25 and 95.8% in 25-26) thus saving the district money in teacher turnover expenses - basing estimates on the Learning Policy Institute's teacher retention cost estimates, this rate potentially saves the district an

	consultations aren't worth the money?	average of $2.7 million dollars per year. Since 2022, over 310 principals/principal supervisors have provided feedback on Upbeat's services, with 95% sharing that Upbeat's insights and consultations have helped them accomplish their goals as a school leader. Our teacher stakeholders trust the survey results because it is administered by a third party who rigorously protects anonymity in presenting results. The participation rate was 88% over the past two surveys. Challenges in accomplishing this internally include maintaining teacher confidentiality and trust, ensuring principal accountability, maintaining district-wide participation to capture teacher voices for Board guardrails, and developing our own survey which would require expertise in psychometrics, pilot testing, and the loss of external benchmarking capabilities. Recent research has shown that the Upbeat teacher engagement score is associated with improvements in student performance.
Everett 1/12/26	On the notes of interest for the financial report what does a finding mean?	The auditors found something that doesn't conform to state regulatory requirements. These are the items that we are training for regularly. We use the audit results to guide our training needs each year. Effective training is difficult when the employee population has as much turnover as bookkeepers have.
Everett 1/12/26	Only 1 of the 4 pro services contracts have KPI's on them, why don't the rest?	Stage One – Number of students attending is listed in the progress payments section Teach Upbeat – There's a KPI section in the appendix Rutherford – The itemized list of services rendered are basically the delineation of KPIs – number of training sessions conducted, number of individuals trained, etc. France Tutoring – This contract specifies both the number of sessions and number of staff trained as payment drivers
Everett 1/12/26	Rutherford learning daily rates appear extremely high and they don't outline the services they intend to provide, also there are no measurables in place to see if the produce positive outcomes for students or staff?	There will be a staff survey at the end of services to provide feedback on the effectiveness of the training. The School admin team will monitor the outcomes through walk through data.