



Bellevue Union School District:

District Office Reorganization

February 18, 2025

- **Our Mission:**
 - To Inspire Learning
- **Our Vision:**
 - To engage, value, and care for our students, staff, and families.
 - To empower our community.
 - To empower our students to be learners and leaders.

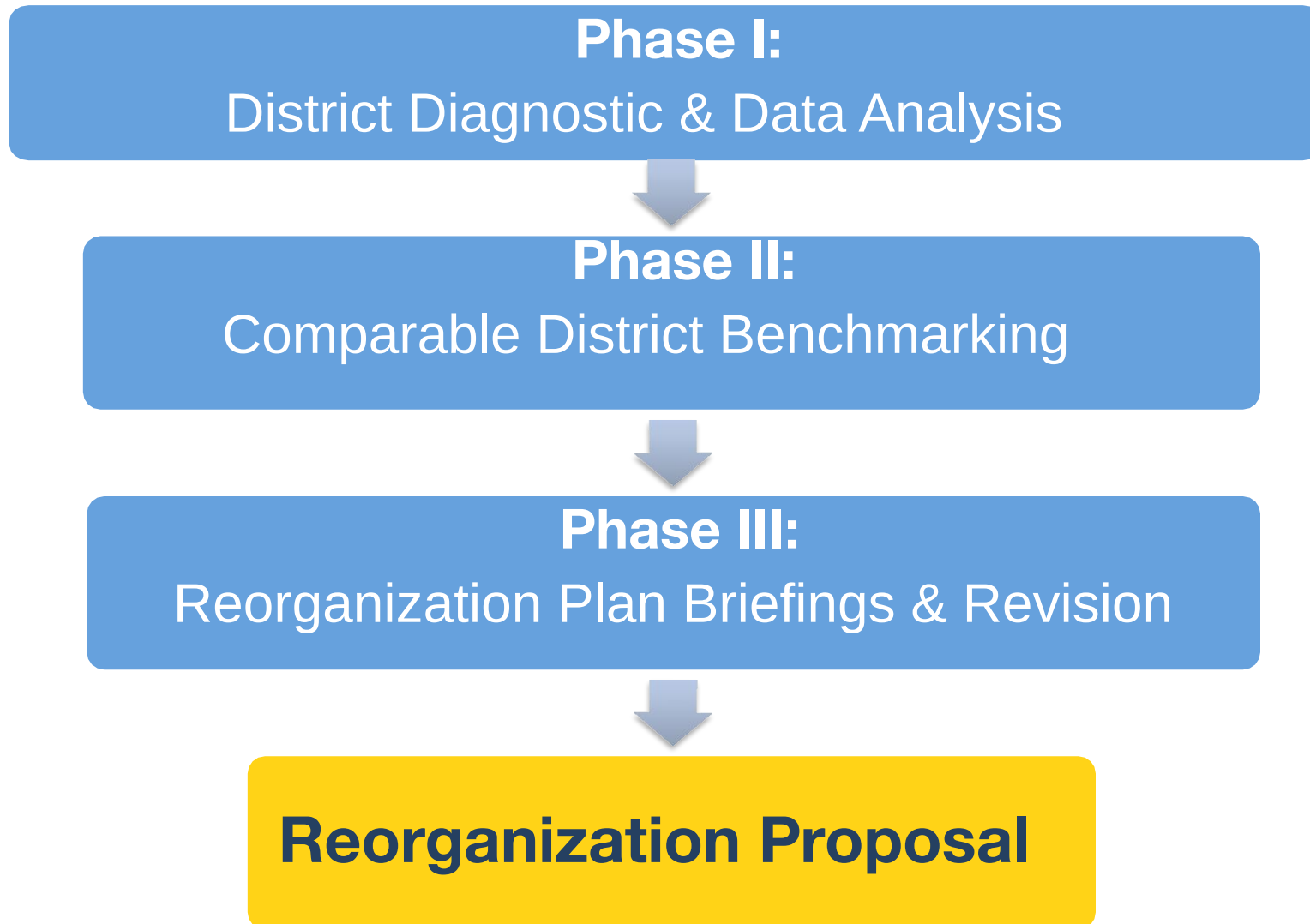
Our LCAP Goals:

- **Goal 1: Increase Student Success and Support Student Learning**
Ensure quality learning for each and every student to reach their potential.
 - **Goal 2: Increase Connectedness, Involvement, and Positive School Environment**
Ensure a positive and respectful school climate for students, staff, and families, which includes fostering a positive school culture.
 - **Goal 3: Optimize Facilities and Learning Environments for All Students**
Ensure safe, secure, accessible, and efficient classrooms, facilities, and grounds.
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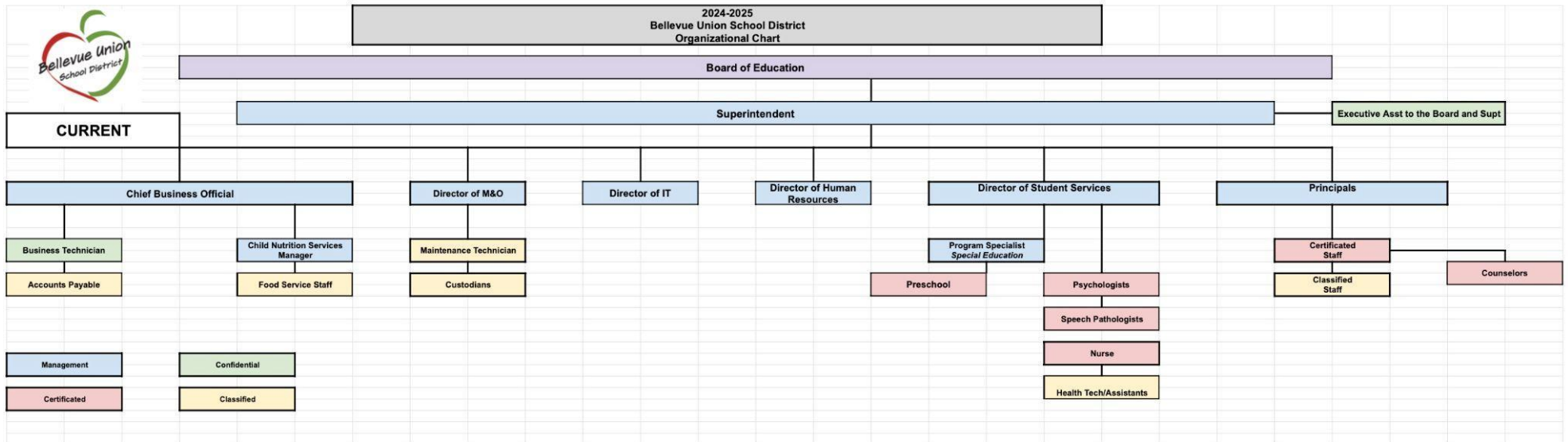
Reorganization Objectives

- Ensure all positions are filled with highly skilled employees and hold everyone accountable for the performance of both schools and the district.
- Align district office roles to provide tailored support based on specific school and student needs.
- Reduce the number of district office positions funded by the general fund to allocate more resources directly to schools.
- Provide staff and schools with timely, accurate, and relevant information to effectively meet the needs of their students.

Reorganization Plan Development Process



Current Organizational Structure



Current Management/Administrative Positions:

- (7) Superintendent - Director of Student Services - Director of Human Resources - Director of IT - Director of M&O - Chief Business Official - Program Specialist
- (1) Child Nutrition Services Manager (Funded Separately)
- (4) Site Principals

Changes in Staffing 2022-2024

Classification	2022-2023	2023-2024	2024-2025*	% Change from 2022-2025
Classified	77	112	139	+80%
Certificated	98	101	102	+4 %
Confidential	2	2	2	0%
Administrative	16	15	12	-25%
Total Employees	193	230	255	+24%

*Since 2022-23, the following administrative positions have been eliminated: State and Federal Program Coordinator, Director of Education Services, Technology Coordinator, ELC Manager

Timeline

- At the November 2024 Board of Education meeting, the Board directed the Superintendent to develop a plan to:
 - **achieve cost savings**
 - **improve operational efficiency**
 - At the January 2025 Board of Education meeting, the Superintendent provided an update as to the process to be utilized in developing a reduction plan and informed the Board that a list of reductions would be presented to the Board at the February meeting
 - Between January and February's meetings, the following occurred:
 - Comparable District staffing allocation
 - Fiscal review of budget impact of reductions
 - Initial review of roles and responsibilities redistribution
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Recommendation to the Board

- The following positions will be included in the list of resolutions that will be considered later in the meeting:
 - Chief Business Official (1.0 FTE)
 - Director of Maintenance and Operations (1.0 FTE)
 - Executive Assistant (1.0 FTE)
 - Accounts Payable/District Receptionist (1.0 FTE)
 - Night Custodians:
 - Early Learning Center - 3hrs - (0.375 FTE)
 - Learning Center - 2hrs - (0.25 FTE)
 - District Office - 2hs - (0.25 FTE)
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Anticipated Cost Savings

- The cost savings that would be realized as a result of implementing the list of recommended reductions is as follows:

~\$850,000 Annually



BUSD Reorganization: Impact

- **Ability to Serve Effectively:** District operations and services will likely suffer as a result of these reductions. The District is already running lean with 3 less administrators compared to three years ago. Additionally, reductions in support staff and administrators puts the District at risk of being out of compliance with the filing requirements and payment of expenses. (Bill payment, payroll, etc.)
 - **Disruption to Current Operations:** Reorganizing the district office can cause temporary disruptions, leading to confusion, delays, and a loss of focus on key responsibilities, which could impact the support provided to schools and students.
 - **Likely Loss of Institutional Knowledge:** Major changes in staffing or structure could result in the loss of experienced personnel and institutional knowledge, making it harder to maintain consistency and continuity in district operations.
 - **Resistance to Change:** Reorganization can lead to resistance from staff who are accustomed to existing processes, potentially lowering morale and creating challenges in implementing the changes effectively.
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BUSD Reorganization: Next Steps

- **Roles and Responsibilities:** Analyze the roles and responsibilities of those positions that are being considered for elimination. Reassign responsibilities as needed.
 - **Other Supports to Ensure District Operations Continue:** Determine what, if any, positions should be restructured to account for a changed organizational structure.
 - **Budget:** Keep a close eye on the budget at both the District and State level. Bring back positions when feasible.
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