

Monitoring Response Document

Policy Monitored: EL-4, Staff Treatment, Compensation and Evaluation

Date Report Submitted: 2/19/2026

Date of Board's Monitoring Response: 3/19/2026

The Board has received and reviewed the Superintendent's Monitoring Report referenced above. Following the Board's review and discussions with the Superintendent and his representatives, the Board makes the following conclusions:

Ends Reports:	Executive Limitations Reports
1. The Board finds that the Superintendent: a. has achieved the goals established in the policy or is making reasonable progress towards achieving the goals. b. is making reasonable progress towards achieving the goals, but a greater degree of progress is expected for policy items noted.* c. is not making reasonable progress in achieving the goals established. * d. cannot be determined*	1. The Board finds that the Superintendent: a. is in compliance, with the acknowledgement that there is always more work to be done. b. is making reasonable progress towards compliance, except for item(s) noted.* c. is not making reasonable progress toward compliance.* d. cannot be determined*
<i>*see comments below (No. 3)</i>	

2. Please note commendable progress over the last year.

The Board recognizes strong progress in recruiting, hiring and supporting staff, noting continued refinement of already robust strategies and processes. Efforts to attract a more diverse applicant pool, improve substitute fill rates and expand roles such as paraeducators are yielding positive results.

The Board also commends the wide range of staff recognition initiatives and events, as well as growing professional development opportunities across roles. Strong collaboration with bargaining groups—particularly in navigating compensation challenges—reflects a shared sense of mission and effective partnership.

Overall, the Board highlights the district's success in fostering a supportive, visible and mission-driven staff culture, supported by extensive HR efforts and programs that recognize and elevate staff contributions.

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3. Please note areas for additional improvement.

The Board identified no major areas for improvement but noted concern about ongoing budget challenges, particularly the risk of wage compression for school administrators, which may impact the district's ability to remain competitive in those roles.

4. Comments on the report itself.

The Board views the report as very comprehensive and of excellent quality.

5. Possible changes to the policy.

None identified at this time.