TO: **Trustees, East Helena Schools**

FROM: **Dan Rispens, Superintendent**

BOARD MEETING: **November 9, 2026**

RE: **Student Enrollment (November 3, 2026)**

School	Grade Level	To Date	Month Ago	Year Ago
Eastgate	Age-K	47	47	47
	K	115	115	142
EG Total		**[162]**	**[162]**	**[189]**
Prickly Pear	1	140	138	126
	2	127	127	132
Prickly Pear Total		**[267]**	**[265]**	**[258]**
Radley Elementary	3	128	128	157
	4	160	160	158
	5	162	161	150
Radley Total		**[450]**	**[449]**	**[465]**
East Valley	6	151	151	149
Middle School	7	141	141	144
	8	142	143	153
EVMS Total		**[434]**	**[435]**	**[446]**
East Helena High	9	161	161	171
	10	177	179	130
	11	125	128	128
	12	116	121	119
EHHS Total		**[579]**	**[589]**	**[548]**
EVMS 227	6	1	1	1
	7	13	13	15
	8	14	15	10
EVMS 227 Total		**[28]**	**[29]**	**[26]**
EHHS 227	9	2	2	7
	10	9	9	17
	11	17	18	23
	12	19	18	19
EHHS 227 Total		**[47]**	**[47]**	**[66]**
TOTALS		**1967**	**1976**	**1998**

School Board Report
November 9th, 2026

Chairman Walter and Trustees,
Here are some monthly items to share with you.

Safety Drills
In addition to having building representatives on our district safety committee, we also have a specific Eastgate/Prickly Pear safety committee that meets to discuss items that are relevant to any school as well as items that are specific to our dynamics and the overall layout of our schools. Through collaborations with our School Resource Officers and gathering constant feedback from our staff, we have identified different areas that help us in our planning and implementation of different drills and practices to continue to add layers of safety for our students and our staff. Recently, we did a drill that would be a contingency plan in the situation where we may need to go into lockdown, but our power is out or the intercom system does not work.

November Character Trait
We wrapped up October with responsibility and will start with gratitude as our character trait for November. Class lessons and activities will continue to focus on helping students understand the importance of choosing to appreciate the people and things in our lives.

PDSA Progression and Focus Groups
Every student in our buildings are placed into reading Focus Groups based on bi weekly assessments (Plan Do Study Act - PDSA) and the progress of students are discussed at team meetings. In an effort to assist with possible transitions in groups, teachers have spent time working on documents that show the goals of their group along with the specific items during the plan and do portion of the lesson and then how students are assessed in a formative way to determine growth. In addition to all of this information, these documents break down how long each individual activity happens within the 25-30 minute focus group. For example, one group may be working on blending sounds in words and working on high frequency words and require more time in phonemic awareness instruction while the group that has more skills may be working on more whole word reading and phonemic awareness instruction is slightly less during their time. During our Early Release on November 2nd, teams spent time going over their PDSA cycles and recalibrating these documents to make our processes more seamless for students.

Upcoming Events
- November 13th - Elementary Bully Prevention Assembly
- November 24th - End of Trimester 1
- November 25th - 27th - Thanksgiving Break
- November 30th - Student of the Month Assembly
- December 19th - Early Release

Thank you!
Brandon Crusat, Eastgate and Prickly Pear Elementary Principal

Month	Gen. Insap./Defiance	Playground	Fighting/Physical Contact	Bus	Weapons	Vandalism	Threat	Bullying	Harassment	Profanity	Total
September	5	1	4								10
October	9	2	3								14
November	6	1	2								9
December											0
January											0
February											0
March											0
April											0
May											0
June											0
Total	20	4	9	0	0	0	0	0	0	0	33

*****All referrals and consequences include a conference with the student and a parent being notified*****

Month	Warning	Time Out	Bus Sus.	Alt. Recess	OSS	ISS	CSCT	Total
September		2		6	1	1		10
October		2		7	1	4		14
November		1		5	1	2		9
December								0
January								0
February								0
March								0
April								0
May								0
June								0
Total	0	5	0	18	3	12	2	46

Eastgate Elementary

Month	Gen. Innap./Defiance	Playground	Fighting/Physical Contact	Bus	Weapons	Vandalism	Threat	Bullying	Harassment	Profanity	Total
September	1	1									2
October	4		2					1			7
November	9	1	8							1	19
December											0
January											0
February											0
March											0
April											0
May											0
June											0
Total	14	2	10	0	0	0	0	1	0	1	28

*****All referrals and consequences include a conference with the student and a parent being notified*****

Month	Warning	Time Out	Bus Sus.	Alt. Recess	OSS	ISS	CSCT	Total
September				2				2
October				3	1	3		7
November				12	3	4		19
December								0
January								0
February								0
March								0
April								0
May								0
June								0
Total	0	0	0	17	0	15	4	7

Prickly Pear Elementary

EAST HELENA PUBLIC SCHOOLS

School District No. 9 • PO Box 1280 • East Helena • Montana • 59635

Superintendent/Administration Office (406) 227-7700
Eastgate Elementary (406) 227-7770, grades pre & K
Prickly Pear Elementary (406) 227-7720, grades 1-2
Radley Elementary (406) 227-7710, grades 3-5
East Valley Middle School (406) 227-7740, grades 6-8
East Helena High School (406) 227-7730, grades 9-12

SUCCESS FOR ALL

November 9, 2026 | Radley Elementary Board Report | Gus Somerfeld

- On November 2nd, our staff participated in a productive early release professional development. We hosted a joint K–5 training with Eastgate and Prickly Pear, focusing on core Conscious Discipline concepts, aligning behavioral instruction with Character Strong, and strengthening our bullying prevention curriculum. With students transitioning across three elementary schools within four years, it was inspiring to collaborate across buildings to ensure instructional continuity. To close out the day, the Radley team met in vertical alignment groups to evaluate our priority standards—specifically in ELA—to proactively prepare for the state's new ELA standards, which will be adopted on July 1, 2027.

- We held our fall parent-teacher conferences earlier than usual this year. During our recent staff meeting, we held a debriefing session to evaluate the pros and cons of this scheduling model and determine its future viability. Overall, staff feedback was overwhelmingly positive. Teachers appreciated the opportunity to connect with families face-to-face early in the term, noting that it allowed them to establish relationships, review school systems and expectations, and address parent questions proactively at the start of the year. There were a few concessions to consider as we move forward in scheduling for the 2027-2028 school year. Finally, we had a 98% attendance rate (441 of 450 families attended).

- We have updated our school walkthrough tool, which is modeled after the Charlotte Danielson instructional framework. Katherine Senecal (Instructional Coach) and I conducted 37 walkthroughs thus far and have noticed the following highlights during our times in classrooms:
  - 94.6% of classrooms were "Clearly communicating with students. Directions and explanations were clear."
  - 89.2% of classrooms demonstrated, "Clear modeling of concepts and direct instruction."
  - 86.2% of classrooms demonstrated, "Active student engagement practices (collaboration, hands-on, discussion)."
  - 86.5% of classrooms demonstrated, "Checks for understanding practices (questions, exit tickets, quick assessment)."
  - 73% of classrooms demonstrated, "Using questioning and discussion techniques (open-ended questions encourage thinking)."
  - 50% of classrooms demonstrated providing students with opportunities to "Support Productive struggle."
  - We are hoping to continue to build up opportunities for classrooms to provide opportunities to support productive struggle with our students, particularly from a math specific lens. This is a proven practice that yields high learning outcomes for students if it's framed correctly. This continues to be a focus to help build resilient learners.

- Our Character Strong Bullying Prevention Kickoff Assembly is scheduled for November 13th. Our PK–5 students will gather for an energetic schoolwide pep assembly focused on bullying prevention. Following the assembly, 'littles and bigs' paired classes will return to their rooms to complete a joint activity centered on our key themes: Stop, Support, and Report. This initiative is designed to empower students with actionable strategies to move from being passive bystanders to active upstanders.

- Upcoming Events:
  - Nov. 6 = Character Strong Bully Preventions Kick-Off Assembly (K-5)
  - Nov. 10 = Picture Retakes
  - Nov. 12 = Adopt-a-Species Virtual Assembly
  - Nov. 13 = Character Strong Bully Prevention Kick-Off Assembly
  - Nov. 20 = End of Trimester 1

- Discipline Report

October Resolution Data				
Total Resolutions	**Total Students**	**3rd Grade**	**4th Grade**	**5th Grade**
32	26	9	13	10
Before Class	**After Class**	**During Passing**	**Cafeteria/Recess**	**During Class**
2	2	4	5	9
Classroom	**Cafeteria**	**Hallway/Stairs/Gym**	**Restroom**	**Playground**
11	0	3	2	6

Year to Date Resolutions				
Total Resolutions	**Total Students**	**3rd Grade**	**4th Grade**	**5th Grade**
56	34	13	20	22
Before Class	**After Class**	**During Passing**	**Cafeteria/Recess**	**During Class**
2	2	4	10	13
Classroom	**Cafeteria**	**Hallway/Stairs/Gym**	**Restroom**	**Playground**
12	2	4	2	11

2026-2027 --- Radley Discipline Report

TYPE of REFERRAL

	General Misbehavior	Open Defiance	Disorderly Conduct	Fighting or Intent to Harm	Bullying	Bus Discipline	Chronic Minor Behavior	Weapons or Substances	Vandalism	Threat or Intimidation	Theft	Harrassment	Profanity	monthly totals
September	2	2	8	10	0	0	1	0	0	0	1	0	0	24
October	9	7	4	2	3		3				2	2		32
November														0
December														0
January														0
February														0
March														0
April														0
May/June														0
total	11	9	12	12	3	0	4	0	0	0	3	2	0	56

CONSEQUENCES

	Warning	Time out	Work Detail	Conference	Parent Meeting	Bus Suspension	Recess Det.	Lunch Detention	Detention	**ISS	***OSS	Alternative	monthly totals
September	0	1	0	0	0	0	4	0	1	3	14	1	24
October	4	11	3	0	0	0	1	0	5	11	2	0	37
November													0
December													0
January													0
February													0
March													0
April													0
May/June													0
total	4	12	3	0	0	0	5	0	6	14	16	1	61

* Every office discipline referral results in a parent phone call, at a minimum.
** In-School Suspension
*** Out of School Suspension

EAST HELENA TIGERS

EVMS November Board Meeting

227 ACADEMY

Academics:
Learning Lab interventions have been up and going for 4 weeks, we are monitoring students who need specific skills and interventions in math and english.

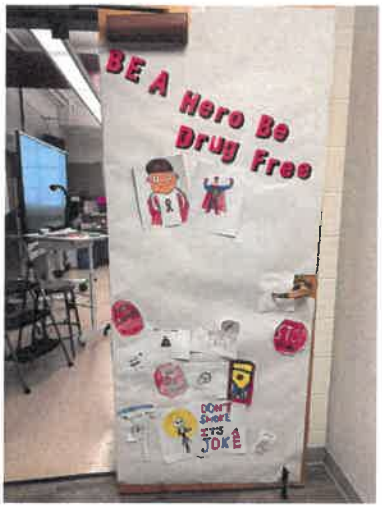
EVMS Sports
Boys Basketball has already completed tryouts and made teams. We had enough boys try out that we made a 7th grade team, 8th grade team, and a mixed team for students who need more skill development and have not had the opportunity to play basketball through AAU or other programs.

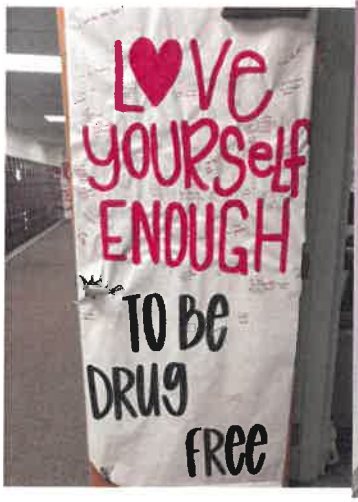
NO GUM
Be a Hero
Be Drug Free

Swing

2 SWEET 4 Drugs

Happy to be a HEALTHY ME
#LIVING DRUG FREE


BE A Hero Be Drug Free


LOVE YOURSELF ENOUGH TO BE DRUG FREE

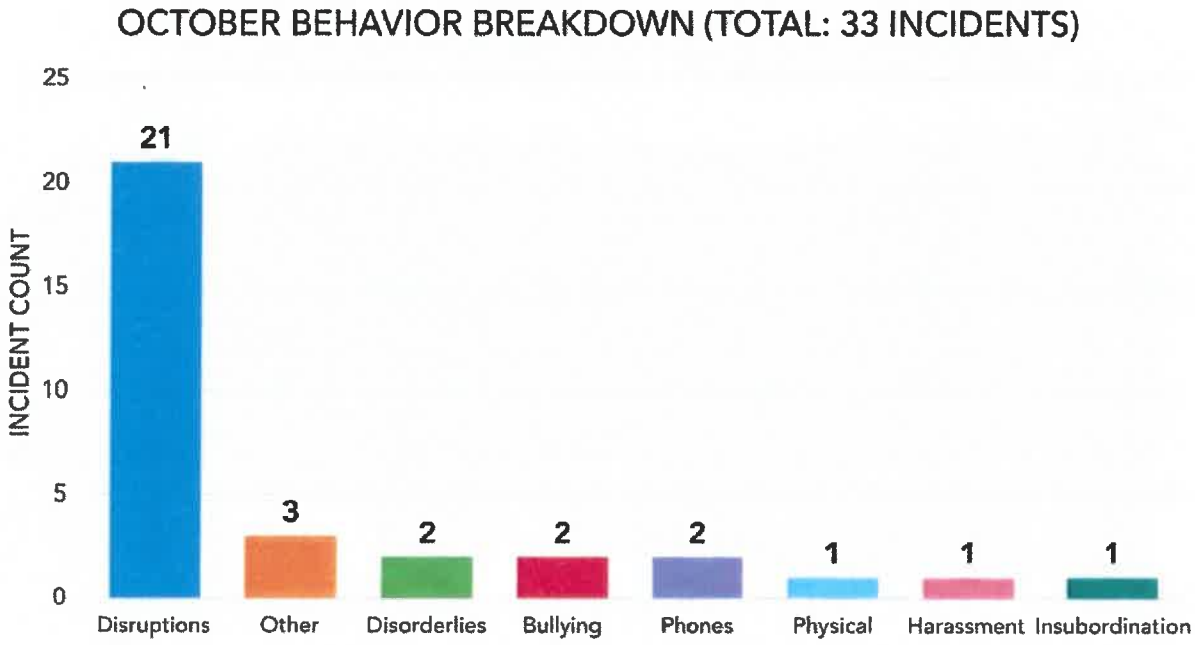
UNMASK THE SUPER HERO IN YOU
DRUG FREE

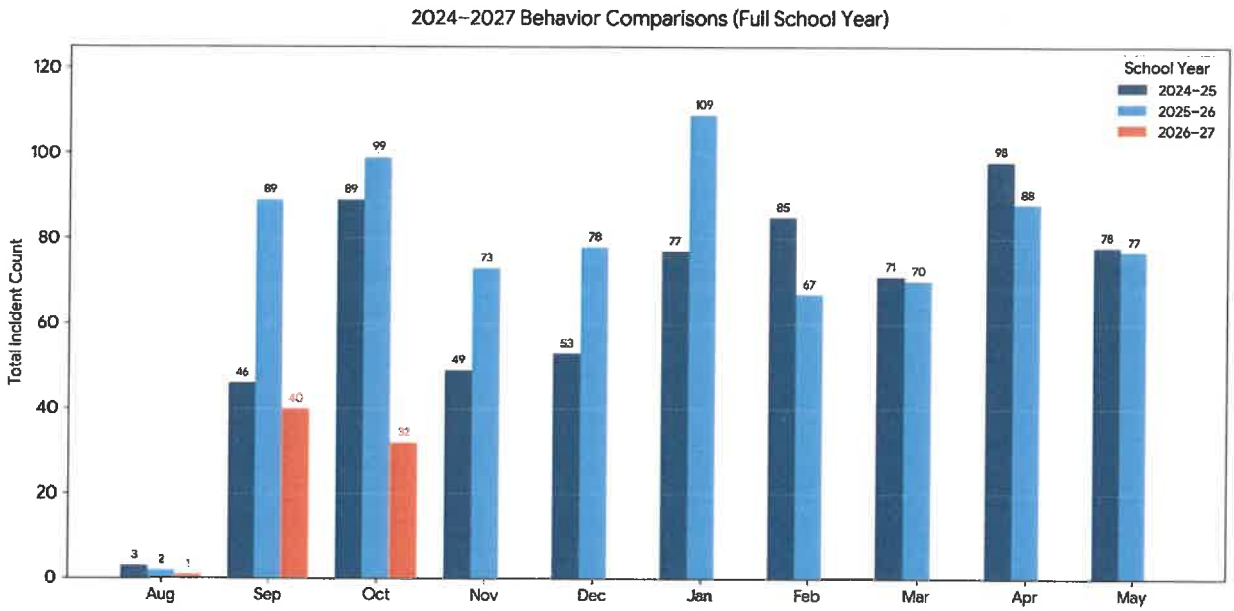
DON't
DRUGS

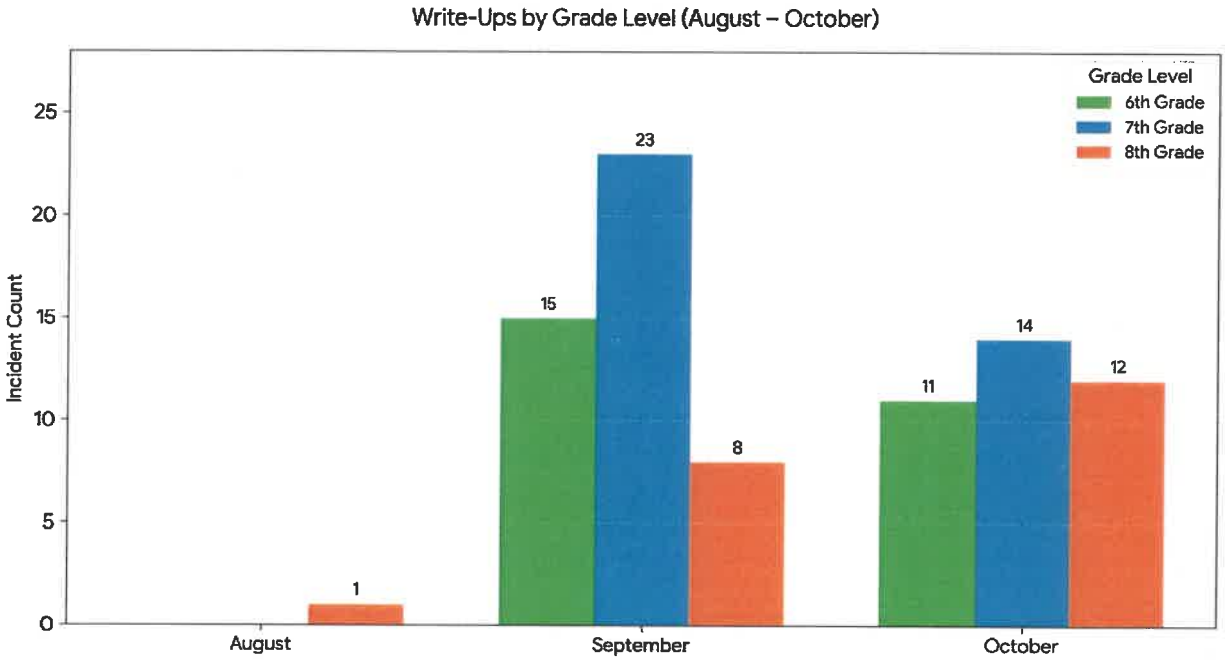
TRICK OR TREAT SMELL MY FEET A DRUG FREE LIFE IS

High on Life
NOT

Behavior Charts







5 of the write ups were information only

East Helena High School
"Home of the Vigilantes"
2760 Valley Drive, East Helena, MT 59635
(406) 227-7730 - Phone ■ (406) 227-3520 - Fax

EHHS Principal Report

November 2026

4 Day School Week Committee

In the next week the 4-Day School Week Sub Committee will forward their research and recommendations to the Board.

Mission Day

Over 400 HS students signed up for Mission Day in the HS Gym where the National Guard set up Field Day Experiences in Hazmat Clean Up, Night Vision Rescue, Virtual Reality Fire Fighting and Medical Field Clinics on October 19th.

Marching Band

In recent times they performed at EHHS and twice in Bozeman in the Showcase of Bands and the Bozeman BASH.

Culinary Class

Recently the Pro Start Culinary class visited the Grateful Bread Bakery, Benny's Bistro, Galaxy Coffee Roasters, and 1889 Coffee to learn about their operations. Thank you to these businesses for the time they gave to our students.

Blood Drive

Our first community Blood Drive of the year was held on Monday at the HS organized by Abi Bishop.

Honor Society

The induction ceremony was last week, and these students will be holding a Winter Clothes Drive starting officially on Tuesday November 17th. Some donations are already arriving at the HS.

Key Club

These students recently raised money for UNICEF and will be doing a door-to-door Food Drive in November.

Vigilante Story Squad

They are up and running again, appearing most recently at the Elementary Schools in late October.

All State Choir

Brayden Wacaser, Kivah Krall, and Cameron Freiburg were selected to participate in the Montana All State Choir Festival held recently in Bozeman.

Victor the Vigilante

Our Mascot was entered into a National Competition for Mascots finishing in 3rd place against all other HS Mascots in the country. Thanks to our Yearbook class for putting together a video of Victor in action.

Driver of Change Award Winner

Career Coach Ms. Hayter has just been awarded the Driver of Change Award from the Helena Chamber of Commerce for her work in finding Job Training for our HS Students.

Montana World Languages

Spanish teacher Ms. Smail has been chosen to represent Montana World Language teachers in the Pacific Northwest Council for Languages Conference.

Art Teacher of the Year

Ms. Curtiss was recently named Montana Art Teacher of the Year.

Booster Club

The Booster Club will be holding their Annual Casino Night Fundraiser on Saturday November 17th.

Shout Outs

To our coaches of our Fall Sports programs, with great success on the field coming this year from Football (QF at least, maybe more), Volleyball (Eastern Divisionals at least, maybe more), and the growing success of Soccer, Cross Country, Golf and Cheer.

School Board Report- November 2026
East Helena High School

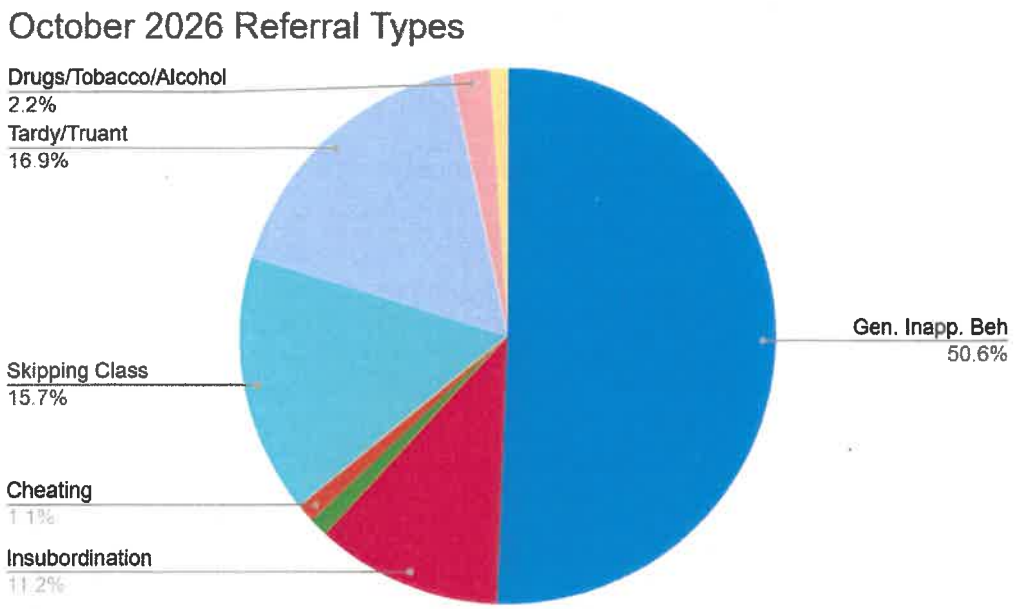
EHHS School Discipline Report:

The EHHS discipline report for this month includes referrals, detentions, and suspensions. There were 89 office referrals for the month of October. These referrals were for either general inappropriate behavior in a classroom, attendance policy violations (tardies or skipping classes), insubordination or vape possession. These office referrals resulted in 49 detentions, 7 days of In-School Suspension and 15 total days of Out-of-School Suspensions. The vast majority of our office referrals were handled at the classroom level and by the classroom teachers.

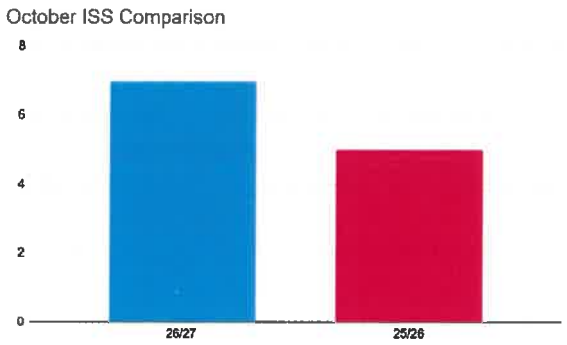
For comparison purposes, a year ago there were 43 office referrals and 31 detentions. Last year's referrals and detentions were tied mostly to tardies and attendance. There is also a small percentage of students that are the majority of our office referrals and detentions. We will continue to work with the students that are receiving multiple office referrals and supporting them within their classrooms. Below are the percentages of students in each tier. If you have a minor office referral, you would be considered a Tier 2 student. If you have any suspensions (In-school or Out-Of-School) then you would be classified as a Tier 3 student.

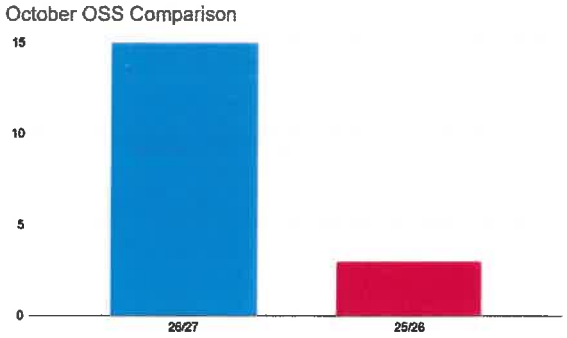
PBIS Tiers	Students	Percentage
Tier 1	631	93.6%
Tier 2	36	5.3%
Tier 3	7	1.1%

Office Referrals by Category

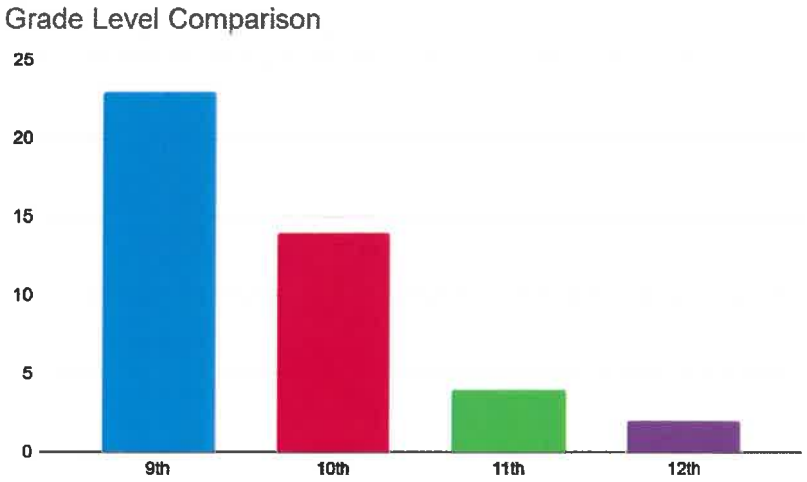


In-School Suspensions (ISS) and Out of School Suspension (OSS):





Referrals by Grade Level:



MTSS Work at EHHS:

One of the groups we have working collaboratively at the high school is the MTSS committee. This committee looks at the behavior referrals and trends in the building and then works to create a plan to address the issue and support our staff and students. This group meets monthly and has created some great plans for our students to get them motivated and engaged in their work.

The focus of this group at the most recent meeting is how to address the continued behaviors we are seeing in the classrooms. Great ideas have come from these discussions as well as ways we can help to motivate students to do what is expected. We also note that we do have a large percentage of our students that are doing what we expected every day and in every class period. It was important for the group to look at that and reward the students who are examples of what it means to be a Vigilante!

The focus of this group moving forward is to work on our school discipline matrix. This group will be reviewing and helping to make adjustments to the matrix. This group will also work through the plan for staff training and reviewing at future staff meetings.

Safety Committee Work:

Another important committee is the safety committee that meets monthly as well at EHHS. This group has done some great work around safety procedures at EHHS. We have implemented not only a phone tree for quick communication but also a "Buddy Teacher" system to help staff when situations arise that they may need support. This gives each teacher a primary and secondary place to get immediate support until administration can arrive. It is great to have such a dedicated team centered around the safety of our school, staff and students.

Mrs. Klock
EHHS Vice Principal

East Helena High School

School District No. 9 * P.O. Box 1280 * East Helena, MT. 59635

District Office (406) 227-7700 * EHH School Office (406) 227-7730

"Success For All"

To: East Helena School Board

From: Shaun Murgel

Subject: 11/09/2026

Activities: We are having an amazing end to our fall sports. Volleyball has qualified automatically for the divisional tournament which is set to take place the weekend before the board meeting so I will update and if we qualify for the state tournament. Football has finished the season as the Central A champions and that earned them the first round by. We are hosting Whitefish in the Quarterfinals and will give an update at the board meeting on that game as well. Speech and Debate has started their season. They opened up in Sidney on Halloween. The Speech team took 2nd and Drama took 3rd place. We will be getting ready for Winter Sports by hosting Winter Parent night on 11/17 at 6:00 PM in the High School Gym. The first day for winter sports is 11/19. Our winter coaches have been doing a great job of getting our kids into open gyms and working hard to have a great start to the season. Opening weekend for winter sports is the first week of December. All of our sports schedules have been updated on our school website under the High School Extracurricular tab. If there are ever any changes in the schedule that one will always be updated to provide an accurate schedule.

Transportation: We got a real taste of winter early on our trip to Fergus for the regular season football finale. Our bus drivers did an amazing job of getting our teams to Lewistown and back. We always take our responsibility of making sure that everyone that is traveling is kept safe. There is always great communication between the drivers, Kirk, Dan and myself to make sure that we can make the best decisions that keep our teams and drivers safe.

Kirk Hedrick khedrick@ehps.k12.mt.us Transportation Supervisor Contact
https://ehhs.ehpsmt.gov/ehhs-athletics-activities/athletics-updates/sports

District Website link: https://www.ehpsmt.gov/

AD Newsletter link: https://ehhs.ehpsmt.gov/ehhs-athletics-activities/athletics-updates

Facilities: We work really hard with all of our building secretaries as well as maintenance and custodial to make sure that every group has a great experience when using our facilities. There are so many different groups that use our buildings and all of our staff do an amazing job of making sure the gyms and classrooms are set up for the individual groups.

Facility Use Schedule Link and my email:

https://www.ehpsmt.gov/district-facilities/district-facility-use/facility-reservation-instructions

smurgel@ehps.k12.mt.us.

Thanks,
Shaun Murgel

EHPS Technology Report

Nov 9th, 2026

To the EHPS Chairman and Board of Trustees,

Fall reporting is nearly over! In October, we submitted the state reports for ANB, program participation and enrollment, and graduation, cohort, and dropout data. ANB is usually the most time-consuming report, and the submission appears to have gone smoothly despite a few changes in this year's requirements. A special thank-you to Jane and our school secretaries. Fall reporting takes a team, and their coordination makes a real difference. We still have a few fall reporting tasks ahead, but it always feels good to get past this first big stretch of the school year.

On the IT side, we've kept the help desk ticket queue manageable. In October, I installed the GoGuardian app on the computer lab PCs at the high school and middle school. Those computers already had basic web filtering. With the app, we can manage filtering more closely, and teachers can monitor student screens during class much as they already do on Chromebooks.

We're also continuing to work with the vendor to troubleshoot the high school intercom. Some classrooms have experienced intermittent audio problems, including poor sound quality and audio cutting out during announcements. So far, the system logs haven't pointed to a cause. Over the summer, I rearranged network switches to better handle the equipment's power needs. We're now adjusting settings room by room and monitoring how those changes affect audio quality. The issue remains open.

Thank you for your time,

Eric Power
Technology Coordinator

East Helena Public Schools

School District No. 9

P.O. Box 1280 * East Helena, MT. 59635

Superintendent/Administration Office (406) 227-7700

Eastgate Elementary School (406) 227-7770 * Prickly Pear Elementary (406) 227-7720

Radley Elementary School (406) 227-7710 * East Valley Middle School (406) 227-7740

East Helena High School (406) 227-7730

"Success For All"

Memorandum of Understanding

November 9, 2026

The East Helena School District and the East Helena Education Support Association agree that classified staff from all job descriptions will be given the opportunity to choose to work or not work outside of their classification to perform custodial duties, other maintenance or food transportation duties needed in the school district. These duties must be approved and assigned by the administration on a limited basis, in order to provide employment over school breaks including:

- Christmas Break - Work days include December 21, 22, 23, 24, 28, 29, 30, and 31 and 2026. Work hours are 6:00 AM - 2:30 PM or as agreed upon by the employee and the maintenance supervisor.
- Spring Break - Work days include March 29 - April 2, 2027. Work hours are 6:00 AM - 2:30 PM or as agreed upon by the employee and the maintenance supervisor.

The classified staff will be paid straight time according to their current wage. Assigned tasks may include: assisting with food service/food delivery, deep cleaning carpets, washing windows, dusting and deep cleaning, outdoor upkeep and maintenance, and other custodial assignments.

The Memorandum of Understanding achieves our mutual intent. This Memorandum will be in effect for the specified dates during the 2026 - 2027 school year and does not constitute a change in the Master Agreement or set precedent for future matters. The employee and Association waive their right to grieve the provisions in the contract as stated in this Memorandum.

Signed this ___ day of November, 2026.

_____

President, East Helena Educ Support Assoc.

_____ _____

Board Chair Superintendent

_____

Employee

Attest,

_____

District Clerk

RESOLUTION #248

TRUSTEE RESOLUTION CALLING FOR AN ELECTION BY MAIL BALLOT

BE IT RESOLVED, The Board of Trustees for East Helena School District #9, of Lewis and Clark County, State of Montana, will hold the Annual Regular School Election by mail ballot on Tuesday, the 4th day of May 2027, which date is not less than one hundred forty-five (145) days after the passage of this resolution.

The Election will be conducted by Mail Ballot.

Voting will end at 8:00 p.m. on May 4, 2027. The designated place of deposit will be located at:

250 Academic Street, East Helena, Montana - Central Office
316 N. Park Avenue – RM 168, Helena, Montana – Lewis & Clark Elections office

The purpose of the election is to:

1. Elect Two (2) trustee positions for a three (3) year term.

2. Seek approval for District General Fund, Building Reserve and Technology levies to operate and maintain the East Helena K-12 District for the 2027-2028 school year.

If it is later determined that any portion of the election is not required, the Board of Trustees authorizes the District Clerk and/or the Election Administrator, to cancel that portion of the election in accordance with 13-1-304 and 20-3-313, MCA.

The following three electors of this district who are qualified to vote at such election are hereby appointed to act as judges at the election.

Cindy Nelson	P.O. Box 2032	East Helena, Montana
Janice Smith	P.O. Box 3	East Helena, Montana
Betty Poucher	P.O. Box 443	East Helena, Montana

BE IT FURTHER RESOLVED, that the clerk of this school district is hereby directed to notify the election judges of their appointment and to notify the county election administrator of the date of holding said election, and request the clerk to close registration and to prepare and furnish election materials as required by law. If any of these judges should not be able to serve, the election administrator will choose a replacement from certified judges.

No further proceedings were conducted relating to the election.

_____ _____

Scott Walter, Chairman Jane Knudsen, Clerk

Dated: November 9, 2026

October 12, 2026

To: Scott Walter, Board Chairman
Dan Ripens, Superintendent

From: Kate Johnson, President East Helena Education Association
EHEA Negotiating Committee

With this letter the East Helena Education Association hereby gives notice to School District #9 of our desire to negotiate a successor to our present collective bargaining agreement, pursuant to the provisions of Article 16.1 of the agreement.

It is our intent to work cooperatively and professionally with School District #9 to achieve a contract.

We look forward to hearing from you to set dates and times to meet. Thank you.

Kate Johnson
EHEA President

Oct 19, 2026

To: Scott Walter, Board Chairman
Dan Rispens, Superintendent

From: Erika Madsen, President EHESA
EHESA Negotiating Committee

With this letter the East Helena Education Support Association hereby gives notice to School District #9 of our desire to negotiate a successor to our present collective bargaining agreement, pursuant to the provisions of Article 13.1 of the agreement.

It is our intent to work cooperatively and professionally with School District #9 to achieve a negotiated agreement.

We look forward to hearing from you to set dates and times to meet.
Thank you,

Erika Madsen
EHESA President

Preliminary FY 28 General Fund Budget estimates for EHPS 11.09.26

Projected Budgetary Increases	
Pay Increases -(Includes anticipated steps/lanes, negotiations TBD)	$150,000.00
Inflationary increases: supplies, textbooks, fuel costs, utilities	$25,000.00
Health insurance estimated increase	$50,000.00
Total anticipated	$225,000.00

Current GF Budget	$16,245,170.00	
ANB increase/decrease	-$210,000.00	Decrease of 32 students year over year. 3 yr average is decrease of 21 students.
Legislative increase	$409,387.00	using a factor of 2.5% -- we would need to pass a levy to feel the full 3% increase.
Projected FY '28 with increased ANB and a 3% legislative increase	$16,444,557.00	$199,387 Increase from current GF Budget

Potential Cuts -Item/Position to consider

Counselor
Instructional Coach (Currently 3 FTE)
Advanced Opportunity Coach
Reduce number of Para Positions

Reduce number of Tutor Positions
Cuts to programs: 6-12 Athletics, CTE, music, other?
Eliminate instructional positions where possible. (consolidate K-8 classrooms = class size increases, elimintate foreign language positions, eliminate EHHS Science position, eliminate or restructure 227 admin role)

Potential Items/Positions to consider if budgets allow

Staff pay increases	
Instructional Coach	Cut in 24-25
.5 librarian	Variance to Standards Request
Central Office Position	Staffing and benefits growth and demand
Instructional Tutors	Cut in 24-25
Food Service Workers	Additional staffing needed
Maintenance position	Part of past Mill levy request that did not pass
Bus Drivers	

Wild card items:
Legislative revision of school funding
Negotiations
Staff Attrition
Winter ANB (same/increase/decrease)
Temporary Funding shifts