

In developing the Fiscal Stabilization Plan, the District evaluated a broad range of potential actions to address the structural deficit. The proposals included in the plan reflect staffing levels required to sustain core operations and essential services. These proposed reductions fall below the optimal staffing levels previously identified through the District's staffing ratio work and were advanced only after careful consideration, with a clear priority to preserve academic programs and enrichment opportunities for students.

**Considered but Not Recommended:**

The District considered, but does not recommend at this time:

- Reduction of 1 Nurse
- Reduction of Aides for high-need program classes
- Additional School Psychologists Reductions
- Reduction of Behaviorists
- Elimination of the Duplication Center
- Elimination of Centralized Certificated Support (Instructional Support Specialists, Technology, Math, Multilingual, Migrant Education)
- Elimination of Title I Counselors on Special Assignment (COSA)
- Reduction of Student Safety Advisors
- Reduction of Athletic and other extracurricular offerings
- Reduction of the Executive Director of Wellness & Engagement position to Coordinator level
- Exploration of centralized enrollment process (considered, not recommended for 26-27)

**Considered / Proposed but Not Implemented:**

Concessions from bargaining units were proposed and discussed as part of the District's efforts to address the structural deficit; however, these were not included due to a lack of agreement.

Each option was assessed through the lens of its potential impact on student learning, safety, access, and enrichment. While the recommended reductions are significant, over the coming weeks the District will continue to identify and articulate strategies to mitigate their impact on students, staff, and school communities, while maintaining progress toward long-term fiscal sustainability.