



2025-26 Fiscal Stability Plan Solutions due to Expiration of Restricted Funds

Item
Community Schools Specialists will be maintained at all sites that have community school grant funds. Additional Viability Grant funding from ACOE will maintain Community School Specialists at non-grant High Schools. Reduction of 5.0 FTEs at non-grant schools)
SE Counselors will be maintained at 1.0 for all comprehensive high school sites and Community Schools grant-funded sites, and at least a 0.50 FTE at all elementary and middle school non-Community School grant sites. Additional Viability Grant funding from ACOE will maintain SE Counselors at East Avenue and Fairview Elementary schools. District-wide reduction of 1.5 FTE district-wide after reallocating SE Counselors per this new allocation model.
Reduction of Intervention Counselor - (1 FTE)
Reduction of Newcomer SE Counselor (1 FTE) - HPN
Reduction of Director II of Student and Parent Support Services (1 FTE) - HPN
Reduction of HPN Coordinator of Intervention and Prevention (1FTE) - HPN
Reduction of Newcomer Coordinator (1 FTE) - HPN
Reduction of English Language Learner (ELL) Specialists (1 FTE in two positions: 0.40 and 0.60) - HPN
Reduction of Translator (1.0) - HPN
Reduction of Child Welfare and Attendance (CWA) Outreach Worker (1 FTE) - HPN
Reduction Teacher on Special Assignment (TSA) STEM Curriculum & PD - (.3 FTE) - HPN
Reduction of Reading Acceleration Specialist/Teacher - (.2 FTE) - HPN
Reduction of Office Specialist - (1 FTE) - ARSI Newcomer Grant
Reduction of Family Engagement Specialists (1.5 FTE) - ARSI Newcomer Grant CCEIS
Reduction of Teacher on Special Assignment (TSA) Literacy - (1 FTE) - HPN
Reduction of Administrator on Special Assignment SEL (1 FTE)
Legend of Acronyms:

- FTE - Full Time Equivalent
- SE and SEL - Social Emotional Learning
- HPN - Hayward Promise Network
- ARSI - Afghan Refugee Student Impact

Revised for presentation at the February 25, 2026 meeting of the Board of Education.