

WCCUSD Contract Review Committee

Reviewing District Contracts for Transparency,
Accountability, and Fiscal Sustainability

March–May 2026

Why the Committee Was Created

At the Board Meeting on February 25, 2026, the Board voted to reconvene the Contract Review Committee. The committee was tasked with the following responsibilities:

- Review district contracts within object codes 4000 and 5000
- Increase transparency around district expenditures
- Identify potential savings during fiscal challenges
- Identify potential cost savings that could be used towards the retention of the elementary music program
- Include labor partners in public review discussions
- Evaluate outsourcing versus internal capacity

“The board has felt it’s important to increase transparency about expenditures outside of staffing.”

Committee Participants

Participants in the committee

- Board Reps: President Enllana and Clerk Gonzalez Hoy
- Superintendent, CBO, Cabinet
- Labor union partner representatives from United Teachers of Richmond, Teamsters 856, IFPTE Local 21 SSA, and West Contra Costa Administrators Association
- Public review and public welcomed
- Additional staff from the following departments: Special Education, Educational Services, Human Resources, Nutrition, Title IX, State and Federal, Community Engagement, Positive School Climate, College and Career, Safety, Athletics, Business Services, Library Services, Maintenance, Warehouse, TK 12 Operations, Risk Management, Communications, and IT

Committee Structure

Structure of the committee

This was the third time we have done this committee since 2021. The Contract Review Committee reviewed all unrestricted and restricted contracts within the 4000 and 5000 object codes for the current school year. At each meeting, district staff presented contracts and provided information regarding their purpose, funding source, and operational need. Labor representatives and Board members then asked questions, discussed the contracts, and shared recommendations on whether contracts should be maintained, reduced, or eliminated. The Superintendent also provided recommendations, and committee leadership determined which recommendations would move forward to the full Board of Education, while noting any disagreements or requests for additional information.

Meeting #1 — Business Services and Positive School Climate 03/20/2026

Focus of Discussion

The committee reviewed contracts related to charter oversight, legal services, risk management, and district operations. Major discussions centered on the district's reliance on outside consultants, the effectiveness of charter oversight, and concerns regarding increasing legal expenditures. Committee members repeatedly discussed the balance between maintaining operational capacity and rebuilding internal district expertise.

Major Themes

- Consultant accountability
- Outsourcing vs. internal staffing
- Legal spending oversight
- Institutional knowledge loss
- Fiscal transparency

Proposed Reductions / Changes

- Discussion regarding reducing or reevaluating legal services contracts
- Several charter oversight and consulting contracts were tabled for further review and accountability analysis
- Interest expressed in potentially reducing consultant dependency over time

Meeting #2 — College & Career Systems, Nutrition Services, Positive School Climate, Title IX, and TK12 Operations - 04/03/2026

Focus Areas

The committee reviewed College and Career contracts, including student planning software, graduation tracking systems, internship and scholarship platforms, and LCAP accountability tools. Discussions focused heavily on the value of student-centered technology systems and how they support graduation planning and intervention efforts.

Major Themes

- Student intervention systems
- Graduation readiness tracking
- College and career access
- Technology effectiveness
- Data-informed student supports

Proposed Reductions / Changes

- Few reductions were proposed during this meeting due to broad agreement that the systems directly supported students and LCAP goals
- Emphasis was placed on continuing to monitor software effectiveness and utilization rates

Meeting #3 — Safety, Student Services, Community Engagement, Positive School Climate, Athletics, and Expanded Learning- 04/17/2026

Focus Areas

The committee reviewed district safety and security contracts, including overnight campus patrol services. Significant discussion focused on whether the district could eventually replace contracted security services with internal district staff.

Major Themes

- School safety
- Contractor responsiveness
- Site familiarity and operational control
- Internal staffing possibilities
- Cost effectiveness

Proposed Reductions / Changes

- Discussion about transitioning portions of contracted security work to internal district personnel
- Exploration of reducing long-term dependency on outside security vendors
- Interest in future cost savings through internal staffing models

Meeting #4 — Transportation, Positive School Climate, Community Engagement, Community Schools, Human Resources, IT - 04/21/2026

Focus Areas

The committee reviewed transportation and attendance intervention contracts, particularly transportation support for chronically absent students. Discussions highlighted transportation barriers facing families and the relationship between transportation access and student attendance.

Major Themes

- Chronic absenteeism
- Transportation equity
- Attendance intervention strategies
- Student access barriers
- Pilot program effectiveness

Proposed Reductions / Changes

- Continued support for transportation pilots tied to measurable attendance improvements
- Discussion around limiting transportation supports to interventions demonstrating documented effectiveness
- Continued monitoring before expansion of services

Meeting #5 — Community Engagement and Special Education - 04/24/2026

Focus Areas

The committee reviewed community engagement, research, and community school-related contracts. Discussions focused on outside research consultants, data collection, and whether portions of the work could eventually be performed internally.

Major Themes

- Community engagement
- Research and data collection
- Internal capacity limitations
- Transparency and measurable outcomes
- Community schools support

Proposed Reductions / Changes

- Recommendation to reduce the Clarity Social Research Group contract by approximately half due to underutilization
- Discussion about shifting more data collection and reporting work internally over time
- Increased scrutiny on consultant-based reporting services

Meeting #6 — Special Education and Educational Services - 04/30/2026

Focus Areas

The committee reviewed special education-related contracts, including speech therapy and transportation services for students with disabilities. Discussions focused heavily on recruitment challenges and balancing virtual versus in-person services.

Major Themes

- Legally mandated student services
- Recruitment and retention shortages
- Virtual service delivery
- Staffing instability
- Student support obligations

Proposed Reductions / Changes

- Discussion about shifting portions of contracted speech services funding into staffing allocations (2000 object codes)
- Goal of hiring permanent staff instead of relying on long-term contracted providers
- Retention of certain contracts due to legal service obligations and staffing shortages

Meeting #7 — Educational Services and Superintendent - 05/05/2026

Focus Areas

The committee reviewed curriculum, literacy, TK instructional support, and parent engagement contracts. Significant discussion focused on state-mandated literacy systems, professional development, and support for family engagement efforts.

Major Themes

- Literacy intervention
- Parent engagement
- TK instructional support
- Professional development
- African-American family engagement

Proposed Reductions / Changes

- Continuation of local assessment in literacy for 3-12 - I Ready
- Continued review of coaching and consulting contracts tied to parent engagement and instructional support

Meeting #8 — Educational Services and Superintendent - 05/11/2026

Focus Areas

The committee finished the Superintendent's office, positive climate, and IT. We also reviewed remaining special education contracts. We were not able to go over Facilities/Maintenance or State/Federal.

Major Themes

- Student and staff tablets/technology
- Website design and needs
- Compliance items
- Legal services for special education

Proposed Reductions / Changes

- We did have a discussion about a possible early termination of the contract for our website if they are not able to accommodate changes we need to have in the coming school year
- No proposed reductions at this meeting

Emerging Themes Across Meetings

Across all eight meetings, the committee consistently focused or discussed the following as trends:

1. WCCUSD has created a heavy reliance on contractors due to staffing instability (shortage, lay offs, or expertise)
2. We had repeated discussions around rebuilding internal capacity in most departments
3. Discussed the need for stronger accountability and performance metrics
4. We also discussed balancing fiscal sustainability with quality student services for contractors vs internal staff
5. The need to increase transparency to improved public understanding of our contracts/services as well as district issues
6. The interest for our budget development and adoption in June to increase funds in the “2000”s or internal salaries/benefits vs large numbers in the “4/5000’s” for contractors as a mission statement and value statement in our budget as a school district

Changes in Contracts worth noting

There are a set of items that were discussed and modified as a proposal for 2026-2027 that are worth noting:

1. Under **Security**, the committee and staff recommended shifting night time and weekend security services in house instead of using “American Global Security”. This will allow for training, supervision, accountability, and an increase of security staff to support our schools. No savings are expected but no increase needed - Amount \$450,000
2. **Charter School Oversight** there were discussions about how to move this work inhouse eventually and working with “Edmetrix” who supports our staff in all charter oversight in changing their contract. No expected savings - Amount of contract \$40,000
3. In **special education**, all contracts pertaining to paraprofessional contracted services were changed to include the goal to hire as many para's as possible in house due to our new compensation packages in order to move 60% to the funding budgeted this school year to the “2000s” and leave 40% in the “5000’s”. Contracts affected: Zen Educate, Procure Therapy, The Stepping Stones Group, SPG Therapy, Amergis Healthcare, Everway, Cornerstone Solutions, and Sunbelt Staffing. Total Amount of contracts: \$18,930,522 (60% - \$11.35M, 40% - \$7.57M)

Changes in Contracts worth noting

There are a set of items that were discussed and modified as a proposal for 2026-2027 that are worth noting:

4. When reviewing the **High Expectations** contract we heard the benefits it is having in professional development and training for site leaders. On the other hand, we determined that their rates on how they support our AASAT committee are too high. We will continue the contract but the district will work on new rates with the organization.
5. There are many contracts that do the **same service in various departments**. Unfortunately, we were not able to cut or reduce those contracts due to the service they render. For example, the Ed Fund provides us with grant writing and data gathering capabilities for community schools. At this time, we do not have a department or an individual who can take on that work. This was seen in many departments. As we have made cuts in positions, we have been in need to contract out services that we must have. This has increased our reliability on contractors instead of people in house.
6. As part of the recommended **reduction in legal services** for Human resources, the board will get new quarterly reports with measures of how and why legal counsel is being contacted and used.

Financial Summary

This is the summary of all the contracts the committee is recommending to reduce or eliminate. This chart reflects both unrestricted and restricted funds. It does not include the funds we're recommending to move from the 4/5000's to the 2000's as they are not savings.

Reductions	Resource	Amount
Amazon Strike PO's, HR Legal	0000	556,000.00
iReady and EduClimber	0670	344,949.60
Ellevation	4203	101,501.00
Curriculum Assoc, Instructional Partners, Great Minds	6266	306,096.75
Clarity Research	6332	78,000.00
SPG Therapy	6500	400,000.00
Unrestricted Total	0000:1999	1,300,949.60
Restricted Total	2000:7999	485,597.75
Overall Total	All	1,786,547.35

Three Recommendations For Funding Reduced in Contracts

Elementary Music Teachers

There are 10.2 elementary music teachers serving approximately 2,000 students across WCCUSD. To preserve music instruction, the recommendation is to retain 7 music teachers at a total cost of approximately \$1.015 million.
(Board Direction for committee)



Kennedy High School

Despite declining enrollment, Kennedy High School continues to face staffing reductions while the district invests in a new campus. To support equity, stability, and educator retention, we recommend restoring 1.4 FTE (apart from 1 FTE already added) at an estimated cost of \$215,000.



Fund 17 and Fund 71

We identified \$485,598 in restricted fund reductions. We recommend matching these funds with new 2026–2027 revenue, for a total of \$971,196, to support the future restoration of Fund 17 and Fund 71.



Theater Manager

To continue staffing and supporting theater programs across all WCCUSD high schools, we recommend retaining the theater manager position at a cost of \$171,000. \$131,000 from unrestricted and \$40,000 from facilities use fees

Total Cost of Recommendation:

Music Teachers + Kennedy FTEs + Theater Manager: \$1,361,000 in Unrestricted
Fund 17 and Fund 71 Matching increase: \$971,196 in Restricted and Unrestricted

Thank You
Questions & Discussion