

Board Information Memo

SUBJECT: Temporary Stipends for Directors Assuming Assistant Superintendent Responsibilities

Category (Contract Approval, Policy, Personnel, General Approval, etc.): Personnel

Date: April 14, 2026

Reason for Board Consideration (Fiscal Policy, State Requirement, etc.): Fiscal

Decision Type (Action Item, Information Only, etc.): Consent Item

Background (Brief Summary of Background Information):

Following the administrative leave and subsequent termination of the Assistant Superintendent, the District experienced a gap in executive-level leadership. To ensure continuity of operations and maintain essential district functions, responsibilities previously assigned to the Assistant Superintendent were redistributed to the Director of Operations and the Director of Human Resources. These duties have been assumed in addition to their existing roles since December.

Rationale (Why is this important and why is this coming to the Board):

The temporary stipends recognize the significant increase in workload, responsibility, and accountability assumed by both directors during this period. Each director performed duties aligned with executive-level expectations, including districtwide oversight, decision-making support, and cross-departmental leadership.

Providing stipends ensures equitable compensation for work performed outside of their regular job descriptions and aligns with prior District practice for temporary executive-level coverage.

Evidence of Due Diligence:

Stipend amounts were calculated using a consistent methodology aligned with prior interim executive compensation practices. The calculation reflects a prorated share of the salary difference between each director and the Assistant Superintendent, divided to account for shared responsibilities and adjusted for the three-month duration of service (December through February).

Fiscal Impact:

Stipends were calculated based on the difference between each director's annual salary and the Assistant Superintendent's annual salary, divided equally to reflect shared responsibilities, and prorated for the three-month period (December through February).

- Director of Operations:
 $(\$284,295.16 - \$187,728.93) \div 2 \times 3/12 = \mathbf{\$12,070.78}$
- Director of Human Resources:
 $(\$284,295.16 - \$192,422.15) \div 2 \times 3/12 = \mathbf{\$11,484.13}$

Total Fiscal Impact: \$23,554.91

Potential Conflicts of Interest: N/A

Recommendation/Board Action (if applicable):

Approval of interim stipends, included in the consent agenda.

Prepared/Recommended/Approved By:

Zana Kidd, Recommended by Richard Savage and Richie Romero