



# **Weighted Staffing Standards (WSS) Workgroup Meeting Minutes**

**December 3, 2025**

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## **Weighted Staffing Standards Workgroup Meeting Minutes**

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**Meeting Name/Purpose:** *Weighted Staffing Standards (WSS)*

**Meeting Date:** *December 3, 2025*

**Location:** *MS Teams*

**Facilitator(s):** *Dr. Kurt Buttleman*

**Members:**

Principals & PASS: Rainey Hartford Swan, Principal Brian Vance – PASS President, Principal Erika Ayer – Elementary Co-Component President, Principal Rina Geoghegan – Elementary Co-Component President, Principal Tip Blish – M/K-8 Component President, Dr. Barbara Casey – High School Component President, Daxa Thomas, Nancy Carroll, Erika Ayer, Dr. Charmaine Marshall, Cindy Watters\*

SEA: Girard Montejo-Thompson, Tammy Watson\*, Otis Golden\*

Central Office Staff: Dr. Rocky Torres-Morales, Dr. Sarah Pritchett-Goodman, Linda Sebring, Pat Roe, Dr. Pam Faulkner\*

\*Unable to attend

**Links to supporting Materials/Documents:**

- [Gold Book 25-26](#)
- [Previous Meeting Notes](#)

**Objective:** Review potential changes to the 2026-27 WSS Formula

**1. CTE allocations through WSS**

- The workgroup discussed the current and future processes for allocating Career and Technical Education (CTE) staff and funding, highlighting upcoming changes to increase transparency. The workgroup commented that CTE is important to alternative schools as an alternative pathway to graduation.

**2. Draft Superintendent Memo**

- Outlined the process for drafting a memo to the Superintendent summarizing the group's discussions on key topics such as multilingual funding, assistant principal allocations, the 2.0 FTE rule, and CTE allocations. The workgroup provided feedback on draft memo.
- Comment from the workgroup that "well-resourced schools" have support and that should be conveyed in the memo.

**3. Other items discussed:**

- The workgroup asked about the possibility of full-time athletic directors in high schools, noting ongoing conversations in the Metro League and the potential budget and staffing implications.

**4. Next Steps**

- Dr. Buttleman will send draft Superintendent memo to the workgroup in December.

**Attachments:** WSS Workgroup PowerPoint presentation

# Weighted Staffing Standards Meeting

December 3, 2025

Dr. Kurt Buttleman,  
Asst. Superintendent of Finance





# 2025-26 WSS Members

- Girard Montejo-Thompson, SEA President
- Tammy Watson, SAEOP President
- Otis Golden, Paraprofessional President
- Rainey Hartford Swan, PASS Exec. Director
- Principal Brian Vance – PASS President
- Principal Erika Ayer – Elementary Co-Component President
- Principal Rina Geogagan – Elementary Co-Component President
- Principal Tip Blish – M/K-8 Component President
- Dr. Barbara Casey – High School Component President
- Principal Cindy Waters
- Principal Daxa Thomas
- Dr. Charmaine Marshall

## Support Staff:

- Dr. Kurt Buttleman, facilitator
- Dr. Sarah Pritchett
- Dr. Rocky Torres-Morales
- Dr. Pam Faulkner
- Linda Sebring
- Pat Roe



# Agenda

1. Welcome
2. CTE allocations through WSS (Goal 3; Guardrails 1 & 5)
3. Follow-ups from October/November meetings
4. DRAFT Superintendent Memo
5. Other items for discussion?
6. PASS Survey update
7. Next Steps

# Review Fall Work



## Meeting 2: October 1

- ✓ AP and office support staff stability (Goals 1-3; Guardrails 1,2, & 5)
- ✓ Per pupil discretionary funds (Goals 1-3; Guardrail 5)
  - ✓ Should ML textual materials and translation funds be folded into per pupil discretionary funding pool?
  - ✓ Revisit per pupil amounts (i.e., does there need to be a shift from Secondary schools to Elementary Schools?)

## Meeting 3: November 18 (rescheduled from November 5)

- ✓ Adjustment guidelines (Goals 1-3; Guardrail 5)
  - ✓ 2.0 FTE “rule”
  - ✓ Limited middle/high school adjustments

## Meeting 4: December 3

- CTE allocations through WSS (Goal 3; Guardrails 1 & 5)
- Follow-ups from October/November meetings
- Superintendent Memo

# Career & Technical Education



- **Background:** CTE is a special purpose fund outside of Basic Education. The district receives money for either a basic education student (FTE) or a CTE student (FTE), but not both. Both Basic Education and CTE funding are intended to contribute to costs of running a school. Currently, some CTE teaching staff are being provided from the Central Office CTE department to schools outside the WSS Purple Pages.
- **To aid in transparency and equity, in 2026-27, SPS is planning to change processes so that:**
  - CTE teachers are longer allocated through the central CTE budget. They will be listed on the Purple Book pages.
    - Conversations about the best way to allocate teaching FTE to schools are ongoing.
    - Conversations about how to more appropriately use CTE funding to offset “other costs for running a school” are also ongoing.



# DRAFT Superintendent Memo

# DRAFT Superintendent Memo



“Each year, the district will convene a school funding model work group to make recommendations to the Superintendent about potential changes for the following year’s direct school funding. The work group should align recommended changes to support the district’s strategic plan and ensure there is an equity focus for any recommendations.

The work group will meet several times during the fall and early winter to review academic needs, data models, and budgetary issues before providing recommendations by mid-December to the Superintendent....”

- 1. Eliminate funds for Multilingual textual materials and translation**
- 2. Assistant Principal and Office Support Stability and Capacity**
- 3. Adjustment Guidelines**
- 4. CTE allocations through WSS**

# ML Textual Materials & Translation Funds



- The current WSS model allocates funds for supplemental instructional (curricular) materials for ML classrooms at \$10 per student. It also allocates funds for translation or interpretation services and community outreach at \$13 per student.
- Eliminating these items in the WSS model for the 2026-27 school year would generate approximately \$190,000 in savings.
- The WSS work group discussed this issue and was generally in agreement that these funds could be used more effectively. There was discussion around eliminating the funding from school budgets and using it as a part of the budget balancing for 2026-27, reallocating the funding in a more productive way to serve multilingual students, or adding this amount to the WSS' per pupil funds to be allocated across the district.
- The general consensus of the group was that reallocating the funding in a more productive way to serve multilingual students was the best option.

# Assistant Principal and Office Support Stability and Capacity



- The group discussed the need for more stability in staffing and more administrative capacity at schools. A proposal was discussed to allocate Assistant Principals for 2 years instead of revising this each year. In practice, the schools who currently have Assistant Principals would be able to rely on having that role for at least one more year unless there were dramatic changes in enrollment.
- There was a lot of concern voiced about current administrative capacity at schools and what type of staff positions were not included for making determinations around A/P allocations in the current WSS model. This priority (adding A/P capacity) will be brought forward into the ongoing SPS budget conversations for consideration. This conversation also delved into the topic of “closing schools.”

# Adjustment Guidelines



- Concerns about the “2.0 rule.”
- In general, the committee understood and was supportive of the intent of the “rule” and would like to continue to try to minimize staffing disruptions at schools across the district as much as possible.
- The committee also voiced concerns about enrollment projections and stated that if enrollment projections were more reflective of the “on the ground” reality at each school, the need for adjustments would be significantly minimized.



# CTE allocations through WSS

- The group was informed that CTE leadership is working to make their programming and resources more transparent and equitable. A start to this is to include the “centrally allocated” CTE teaching FTE in the School Allocation book (aka Purple Book). The group was also made aware that discussions about how to make the CTE program more financially viable (without significant impact on the overall funding of SPS) were ongoing. It would be productive to reconvene the WSS Committee to review any changes to that process once those proposals are finalized.

# Other Items for Superintendent Memo?



- Well resourced schools have support; request to provide to the new Sup. information from last year's survey. Would like to include the collaborative work on the WSS Review Project from 2024-25 Work Group.
- Question about full-time athletic directors.

# PASS Survey Update



- Update



# Next Steps

- Review DRAFT memo
  - Kurt will send by 12/9/25
- Stay aware of the potential for additional meetings re: CTE, budget issues, PASS Survey, etc.



# Resources

- [Minutes from WSS Meeting, September 10, 2025](#)
- [Minutes from WSS Meeting, October 1, 2025](#)
- Minutes from WSS Meeting, November 18, 2025
- [Board Policy 6010](#) - School Funding Model
- [Superintendent Procedure 6010SP](#) which establishes the School Model Funding Workgroup (aka WSS Committee)

# Thank you!



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