



Department of Special Services

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Dear Special Education Families,

As you know, SOMSD recently shared an update regarding the transition of our paraprofessional workforce from 1099 to W-2 employment status. Our paraprofessionals play an essential role in creating inclusive and accessible learning environments and supporting students throughout their school day, and we believe this was an important step in ensuring they have the employment structure they deserve.

As part of this transition, Delta-T engaged Precision HR to complete required background checks, credential verification, and onboarding. Precision HR already works with the District in other staffing areas, and we have an established working relationship with their team. While we anticipated a smooth transition, the onboarding and credentialing process has taken longer than expected.

At the time of our earlier communications, recruitment numbers provided to the District indicated that we were on track to meet, and potentially exceed, our anticipated paraprofessional staffing needs. As the transition has progressed, those numbers have changed, and current staffing is below what we had anticipated. Our building leaders and District teams are working around the clock to address this change, expand recruitment, and identify appropriate coverage. We are also actively working with additional staffing vendors to ensure that students receive the support and services that they are entitled to.

We previously made a firm commitment to individually contact each parent and guardian with the name of the paraprofessional assigned to support their child, and we remain committed to that promise. Because credential verification and placement details are still being finalized through Precision HR, we want to ensure that every piece of information we provide to your family is accurate before sharing a formal assignment.

Please be assured that our teams are working diligently to ensure students receive their required support and accommodations. We will contact your family directly as soon as your child's paraprofessional assignment has been finalized, and we will continue to provide updates as reliable information becomes available.

We sincerely appreciate your patience, partnership, and understanding as we navigate this transition and work to ensure our dedicated paraprofessionals have the W-2 employment status and support they deserve. Above all, our priority remains ensuring that every student is welcomed, supported, and able to fully participate in their educational experience.

Sincerely,

Kathy Gesumaria

Assistant Superintendent of Special Services

Cc: Jason Bing, Superintendent of Schools