

Agency: UTAH STATE BOARD OF EDUCATION

Request Title: Superintendent Critical FTE Request

Purpose Statement:

This request seeks ongoing funding for 10 new FTEs to establish a robust and proactive compliance and internal control team that would support the agency and LEAs with compliance and program implementation.

What is the nature of your request?

Select one:

POLICY REQUEST – You are seeking changes to Utah State Code to improve your program/services.

FUNDING REQUEST – You are seeking new or additional financial resources to support a program/service for education.

BOTH POLICY and FUNDING – You are proposing a new program or expansion of an existing program that will require new/amended state code and financial resources.

Current Funding for FY 2026: *(Provide current year funding differentiating one-time and ongoing funding for the program.)*

FY 2026 Ongoing Funding = \$0

FY 2026 One-Time Funding = \$0

Rationale:

Enhance internal control systems and compliance reporting to provide even greater transparency and accountability for the K-12 education system.

This investment in specialized personnel will build upon our agency's commitment to strong governance by formalizing and dedicating resources to proactive compliance monitoring.

If not funded/approved: This would represent a missed opportunity to proactively enhance the agency's governance structures

USBE Lead Point of Contact:

Name: Elisse Newey

Email Address: [Elisse Newey](#)

Phone Number:

USBE Section: Policy

FUNDING REQUEST

This section only needs to be completed if you are seeking new or additional funding.

Board Action for Request: (Date/Board Item/Committee)

- 1. Summarize the request, the specific problem it will solve, and how it will solve the problem.**

This request addresses the opportunity to advance USBE's capabilities in two key areas: 1) enhancing our already strong operational integrity through a dedicated internal control and compliance function, and 2) providing specialized leadership for the new, high-priority First Credential Program (H.B. 260).

The solution is to fund 10 FTEs to build this new capacity. Five Compliance Specialists and three Data Scientists will establish a best-practice, data-driven compliance framework to complement our existing work. One Fiscal Analyst will add depth to our financial oversight. One First Credential Specialist will ensure this key legislative priority is launched successfully, maximizing its benefit to Utah students from day one.

- 2. Amount Requested:**

3 Data FTEs

Funding Source	Amount (\$)
FY 2027 one-time funding	\$
FY 2027 ongoing funding	\$424,200.00
TOTAL funding requested	\$424,200.00

5 Compliance Specialist FTEs

Funding Source	Amount (\$)
FY 2027 one-time funding	\$
FY 2027 ongoing funding	\$778,500.00
TOTAL funding requested	\$778,500.00

1 Financial Compliance Monitor FTE

Funding Source	Amount (\$)
FY 2027 one-time funding	\$
FY 2027 ongoing funding	\$112,400.00
TOTAL funding requested	\$112,400.00

1 First Credential Specialist FTE

Funding Source	Amount (\$)
FY 2027 one-time funding	\$
FY 2027 ongoing funding	\$92,100.00
TOTAL funding requested	\$92,100.00

3. Provide an itemized budget, including revenue and expenditure sources, for how the funding will be utilized.

Funding Source(s):

Cost Category	FY 2026 <i>(Current fiscal year)</i>	FY 2027
Personnel Services	\$	\$1,407,200.00
Travel/In State	\$	\$
Travel/Out State	\$	\$
Current Expenses	\$	\$
Data Processing Current Expenses	\$	\$
Data Processing Capital Outlay	\$	\$
Capital Outlay	\$	\$
Other Charges/Pass Through	\$	\$
Transfers	\$	\$
Other	\$	\$
Total	\$	\$1,407,200.00
NEW USBE FTEs being requested as part of the funding request	FY 2026 <i>(Current fiscal year)</i>	FY 2027
NEW USBE FTEs		10

4. To what extent is this request scalable? Articulate the impacts if lower funding amounts were provided for this request.

The request is partially scalable. Funding a smaller number of compliance and data science positions would still allow us to enhance our governance framework, though at a slower pace and with a more limited scope.

5. What has been done or considered to address this problem with existing resources, instead of requesting additional state funding?

Our current teams are successfully managing all core agency functions and responsibilities. This request seeks to build upon that success by adding specialized, dedicated roles that will enhance our capabilities, rather than adding new duties to existing positions, which would divert focus from their essential work.

- 6. Summarize the current budget for the project or program that is being funded. If this is a new project or program, summarize resources that are available for like-objectives within USBE.**
- 7. Does this request create any future funding obligations (operations and maintenance, multi-year scale up, etc)?**

Yes, this request is for ongoing personnel costs that will continue in future fiscal years to sustain the enhanced compliance function and provide continued management for the First Credential Program.

- 8. Describe how the funding case supports the goals and metrics of the [USBE Strategic Plan](#).**

This request directly supports USBE's strategic goals of **Operational Excellence** and **Effective Governance**. By investing in a best-practice compliance framework, we reinforce the integrity and efficiency of our operations.

- 9. What value will additional resources create for Utah? What performance measures for that value will be reported or are already reported?**

This investment enhances the integrity, accountability, and transparency of Utah's excellent K-12 education system. It also strengthens Utah's future workforce by ensuring a key legislative program connecting students to careers is implemented effectively. Performance measures will include the publication of compliance and internal control reports and regular progress reports on the implementation and success of the First Credential Program.