BOARD OF EDUCATION	Board Auditorium
Portland Public Schools	Blanchard Education Service Center
REGULAR MEETING	501 N. Dixon Street
December 6, 2016	Portland, Oregon 97227

Note: Those wishing to speak before the School Board should sign the public comment sheet prior to the start of the meeting. No additional speakers will be accepted after the sign-in sheet is removed, but testifiers are welcome to sign up for the next meeting. While the School Board wants to hear from the public, comments must be limited to three minutes. All those testifying must abide by the Board's Rules of Conduct for Board meetings.

Public comment related to an action item on the agenda will be heard immediately following staff presentation on that issue. Public comment on all other matters will be heard during the "Public Comment" time.

This meeting may be taped and televised by the media.

AGENDA

1.	STUDENT TESTIMONY	6:00 pm
2.	PUBLIC COMMENT	6:15 pm
3.	COMPENSATION ADJUSTMENT – action item	6:35 pm
4.	UPDATE: TRANSPORTATION	7:15 pm
5.	2017 LEGISLATIVE PLATFORM – action item	8:00 pm
6.	BUSINESS AGENDA	8:45 pm
7.	ADJOURN	9:00 pm

Portland Public Schools Nondiscrimination Statement

Portland Public Schools recognizes the diversity and worth of all individuals and groups and their roles in society. The District is committed to equal opportuni



Board of Education Informational Report

MEMORANDUM

Date:	December 2, 2016
То:	Members of the Board of Education Business and Operations Committee
From:	Yousef Awwad, Deputy Chief Executive Officer Sean Murray, Chief Human Resources Officer Lisa Gardner, Interim Deputy Chief Human Resources Officer
CC:	Bob McKean, Interim Superintendent
Subject:	Non-Represented Employee Compensation

During the 2015-16 school year, Talbot, Korvola and Warwick (TKW) completed a two-part audit on non-represented employee compensation for the Portland Public School Board of Education. Presentation of the audits and discussions occurred at the Audit Committee on: 7/13/15, 9/21/15, 10/26/15, 11/23/15, 2/25/16, 4/11/16, and 7/11/16.

The Audit Committee determined that the Business and Operations Committee would follow up on the recommendations and implementation from the two audits. On July 21, 2016, the Business and Operations Committee had a discussion regarding non-represented employee compensation and next steps.

Proposed Salary Schedules:

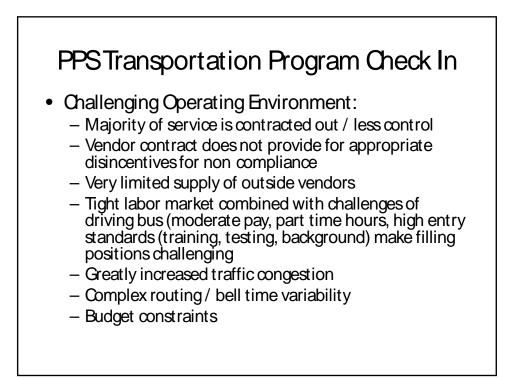
Human Resources prepared and presented to the Business and Operations Committee a preliminary report on the Non-Represented Employee job classification and compensation programs of the district. The resolution and salary schedules that are being proposed do the following:

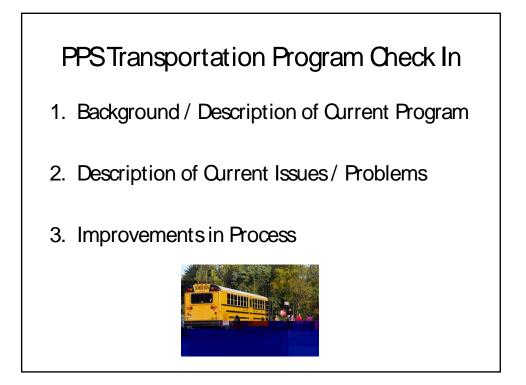
- The Board of Education has a priority to ensure a strong principal and vice/assistant principal in every building who is well-matched to the school community. In order to continue to attract the best administrators, staff is proposing that PPS maintain a competitive salary schedule for licensed administrators at the 75th percentile of market. The new salary schedule would be implemented January 1, 2017 with a cost of approximately \$600,000.
- In order to recruit and retain non-represented employees, staff is proposing PPS adopt a salary schedule that is at 50th percentile of the market. The new salary schedule would be retroactive to July 1, 2016 and would cost approximately \$1.7 million.

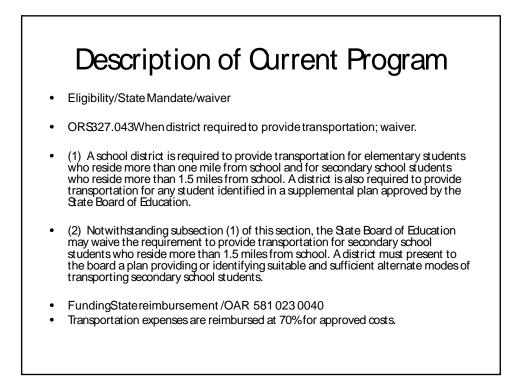
3. For the Senior Leadership Salary Schedule, maintain a 15% difference above Non-Represented Salary Schedule to avoid compression. Superintendent is able to make adjustments as necessary. Cost dependent on adjustments.

If you have any questions, please let us know.









Description of Current Program

- Youth Pass/LincolrHS/Totalstudentssupported
- At the time that ORS327.043 was passed in 1991, PPS was not providing any yellow bus services to HSstudents. Part (2) of the statute allowed PPS and Eugene SD (who also did not provide yellow bus) to apply for and be granted a waiver against the requirement to provide transportation. Early on, HSstudents were totally on their own to access and pay for Tri met. Through the later years, there were advocates who helped to get district paid Tri met passes provided for students on free and reduced status. In the 2008 09 school year, PPS began piloting a program in partnership with the City of Portland and Tri met that allowed all PPSHSkids to have a free pass. Thisprogram was funded in part by the BETC program. The BETC program was discontinued in December of 2012. At that point, the partnership stepped up to fund the program; 1/3 from the city, 1/3 from PPS and 1/3 payment forgone by Tri met. This is the model that exists currently.

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Description of Current Program

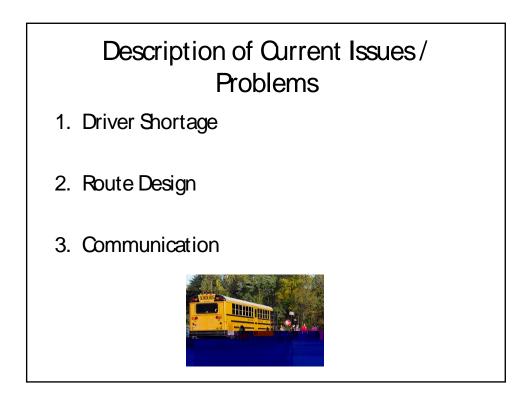
- Vehicles:
 - PPS small buses
 - First Student big buses 147
 - First Student small buses <u>88</u> Total
 - 326

91

- Currentroutes:
 - First Student General

Description of Current Program

- Total budget of approximately \$20m / Reimbursement of \$13m / net of \$7m Total general fund expenses of \$496m so net cost roughly 1.4% of
- •



Description of Current Issues/ Problems – Driver Shortage

- A strong economy combined with inadequate recruiting / forecasting led to severe driver shortfall at the start of this school year.
- The shortfall creates fundamental customer service issues routes often late given inadequate coverage or due to coverage by driver not familiar with route.
- First Student Driver Recap:
 - (First Student has central substitute pool but even with that started year down around thirty routes).
 - PPS
 - First

Description of Current Issues/ Problems-Routing

• Bus

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Improvements in Process / Driver Shortage

Driver shortage improving:
First Student has stepped up recruitment and when combined with compensation increases (sign on bonuses/ starting wage increase) has driven progress

	ESTIMATED 16/17 HTS Routes	Field Spares	ESTIMATED 16/17 Standby Drivers Needed		Total drivers needed	Total Drivers (including standbys on hand)	Drivers Short / Long (+/)
8/27/16				#	0		0
9/2/16	177	4	18	#	199	150	(49)
9/9/16	176	4	18	#	198	164	(34)
9/16/16	176	4	18	#	198	164	(34)
9/23/16	176	4	18	#	198	168	(30)
9/30/16	176	4	18	#	198	169	(29)
10/7/16	176	4	18	#	198	170	(28)
10/14/16	176	4	18	#	198	171	(27)
10/21/16	176	4	18	#	198	175	(23)
10/28/16	176	4	18	#	198	173	(25)
11/4/16	176	4	18	#	198	175	(23)
11/11/16	176	4	18	#	198	175	(23)
11/18/16	176	4	18	#	198	175	(23)
11/25/16	176	4	18	#	198	176	(22)

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Improvements in Process / Routing

- Routing audits and increased scrutiny
- One additional staff devoted toward route automation and management
- Proper testing of routes before operational
- Working with staff on communication importance when running late.
- Long run:
 - Balancing bell times in process
 - New routing software starting process

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Improvements in Process / Communication

- Consulting review of operations / office reorganization
- Fill internal office vacancies
- Separate general and special radio traffic via separate frequencies
- Software that allows parents to monitor bus arrival and departure timesp



Board of Education Informational Report

MEMORANDUM

Date:	December 2, 2016
To:	Members of the Board of Education
From:	Courtney Westling, Director of Government Relations
Subject :	Draft 2017 Legislative Platform

On December1, the BoardLegislativeCommitteemet to discussand refine a draft legislative platform which they will bring to the full board on December6.

Theoverall purpose of this platform documentis to create a set of guiding principles that district staff and other internal advocates can use to inform the District's legislative advocacy efforts during the upcoming 2017 session. The platform is not meant to outline every issue that will be in front of the upcoming Legislature but rather provide a framework for the District's advocacy efforts. This platform, along with current board and district goals and priorities, will be used when taking positions on individual pieces of legislation and the advocacy effort put into them.

Thetop priority for the district's efforts in Salemwill be schoolfunding as we seek to stem the tide of declining funding for public education in Oregon.

Onceapproved, district staff will engage with stakeholders and share this platform with the PPS legislative delegation to begin advocacy efforts for the 2017 Legislative Session.



Portland Public Schools first and foremost priority for the 2017 Legislative Sessions adequate and stable financial support for advancing student achievement.

There is no better long term investment in the state than ensuring a high quality public education for everychild. For every dollar we invest in public education we avoid greater long r term costs in human service and publics afety. Education must be prioritized.

Overthe yearsK fl 2's share of the state general fund budget has steadily declined from a 2003



Legislative Priorities (cont.)

x PPSsupportsmeasuresthat would increase the revenues available to the state to increase the investmentin education.PPSalsosupportsmeasures that will E *B t h a t available to

Legislative Priorities (cont.)

SchooDistrictOperations

- x PPS upports direct state investment in schoold is trict capital needs as a way of tackling the problems facing an aginged ucation infrastructure, including efforts to address environmental health and safety issues.
- x In addition to greater investment, PPS upports efforts to bring greater control to mandated expenditure and unsustainable cost drivers thus allowing a more efficient leveraging of the current base investment.
- x With the costsof non salarycompensatiorbeinga largereasonfor the increased current servicelevel, PPS upports legislative forts to rein in costs while still providing robust health insurance and a reasonable pension for employees.
- x PPS upports the goals of the Minority TeacherAct and supports flexibility in recruitment and retention of teachers of color and bilingual teachers.
- x PPS upports of ensure that when any data is collected and stored about students that it is done reliably and securely and that such data is only used for legitimate educational purposes. Student data on achievements hould never be used for marketing purposes and should primarily be used to inform instruction and support student achievement.

Other Areasof LegislativeInterest

- x PPS upports direct state investmentin schoold is trict capital needs as a way of tackling the problems facing an aginged ucation infrastructure. The district was pleased that during the 2015 Legislative Session the Legislature made significant investments in school facilities, including the creation of an Office of School Facilities at the Department of Education \$175 million dollars for seismicup gradegrants and \$125 million for matching grants for school districts who passlocal bonds. PPS encourages the state to advocate at the federal level for additional investment in public education facilities.
- x PPS upportstargeted efforts that would benefit the district and other similarly situated schoold is tricts. These includes pecificare as of interest such as the cost of educating high needs students, greater investment in school nutrition and farm to school programs, sustainables tatewide funding for Outdoor School and investments and incentives for sustainability in school operations.
- x PPS upports the efforts of our statewidepartners in advancing the cause of public education in Oregonand will work in coalition specifically where the interests of such organizations and the interests of PPS align. PPS upports the priorities of the Oregon Schoo Boards Association and the Confederation of Oregon Schoo Administrators and will work together to advance common goals and priorities.
- x PPS upports the efforts of our local government partners and community allies where their interests align with the interests of PPS n advancing ubliced ucation.

BOARD OF EDUCATION SCHOOL DISTRICT NO. 1J, MULTNOMAH COUNTY, OREGON

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December 6, 2016

Board Action Number

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Other Matters Requiring Board Approval

The Interim Superintendent <u>RECOMMENDS</u> adoption of the following items:

Resolutions 5370 through 5372

RESOLUTION No. 5370

Implementation of Changes to Salary Schedules for Non-Represented Employees, Licensed Administrators and Senior Leadership

RECITALS

A. On July 28, 2015 the Board of Educatio