

BOARD OF EDUCATION

Portland Public Schools
REGULAR MEETING
December 6, 2016

Board Auditorium

Blanchard Education Service Center
501 N. Dixon Street
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

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



Board of Education Informational Report

MEMORANDUM

Date: December 2, 2016

To: 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:

1. 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.
2. 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.



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- Eligibility/State Mandate/waiver
- ORS327.043When district required to provide transportation; waiver.
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- FundingStatereimbursement /OAR 581 023 0040
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- YouthPass/LincolnHS/Totalstudentssupported

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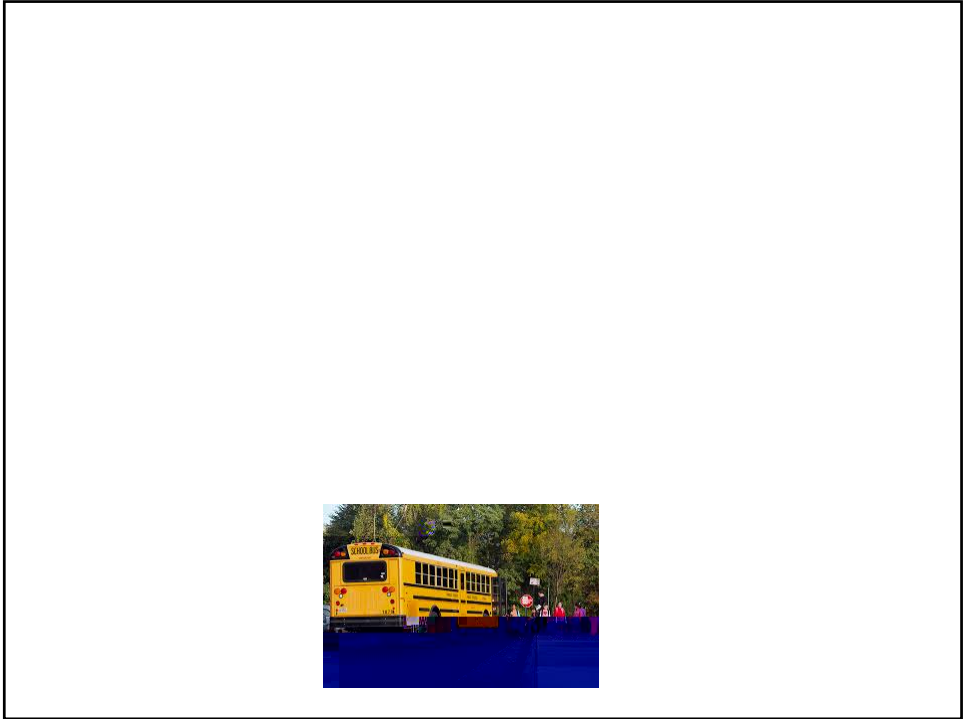
- Vehicles:

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- Current routes:

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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 December 1, the Board Legislative Committee met to discuss and refine a draft legislative platform which they will bring to the full board on December 6.

The overall purpose of this platform document is 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.

The top priority for the district's efforts in Salem will be school funding as we seek to stem the tide of declining funding for public education in Oregon.

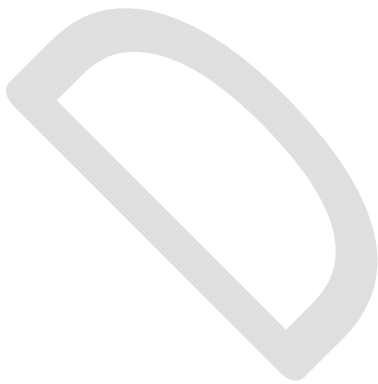
Once approved, district staff will engage with stakeholders and share this platform with the PPS legislative delegation to begin advocacy efforts for the 2017 Legislative Session.



Portland Public Schools' first and foremost priority for the 2017 Legislative Session is 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 every child. For every dollar we invest in public education we avoid greater long term costs in human services and public safety. Education must be prioritized.

Over the years K-12's share of the state general fund budget has steadily declined from a 2003



Legislative Priorities (cont.)

- x PPS supports measures that would increase the revenues available to the state to increase the investment in education. PPS also supports measures that will E *B t h a t available to

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Legislative Priorities (cont.)

School District Operations

- x PPS supports direct state investment in school district capital needs as a way of tackling the problems facing an aging education infrastructure, including efforts to address environmental health and safety issues.
- x In addition to greater investment, PPS support efforts to bring greater control to mandated expenditures and unsustainable cost drivers thus allowing a more efficient leveraging of the current base investment.
- x With the costs of non salary compensation being a large reason for the increased current service level, PPS supports legislative efforts to rein in costs while still providing robust health insurance and a reasonable pension for employees.
- x PPS supports the goals of the Minority Teacher Act and supports flexibility in recruitment and retention of teachers of color and bilingual teachers.
- x PPS support efforts to 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 achievement should never be used for marketing purposes and should primarily be used to inform instruction and support student achievement.

Other Areas of Legislative Interest

- x PPS supports direct state investment in school district capital needs as a way of tackling the problems facing an aging education 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 seismic upgrade grants and \$125 million for matching grants for school districts who pass local bonds. PPS encourage the state to advocate at the federal level for additional investment in public education facilities.
- x PPS support targeted efforts that would benefit the district and other similarly situated school districts. These include specific areas of interest such as the cost of educating high needs students, greater investment in school nutrition and farm to school programs, sustainable statewide funding for Outdoor School, and investments and incentives for sustainability in school operations.
- x PPS supports the efforts of our statewide partners in advancing the cause of public education in Oregon and will work in coalition specifically where the interests of such organizations and the interests of PPS align. PPS supports the priorities of the Oregon School Boards Association and the Confederation of Oregon School Administrators and will work together to advance common goals and priorities.
- x PPS supports the efforts of our local government partners and community allies where their interests align with the interests of PPS in advancing public education.

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

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December 6, 2016

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Other Matters Requiring Board Approval

The Interim Superintendent RECOMMENDS 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

