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

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

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.

PPSTransportation Program Check In



PPSTransportation Program Check In

- Challenging Operating Environment:
 - Majority of service is contracted out / less control
 - Vendor contract does not provide for appropriate disincentives for non compliance
 - Very limited supply of outside vendors
 - Tight labor market combined with challenges of driving bus (moderate pay, part time hours, high entry standards (training, testing, background) make filling positions challenging
 - Greatly increased traffic congestion
 - Complex routing / bell time variability
 - Budget constraints

PPSTransportation Program Check In

- 1. Background / Description of Current Program
- 2. Description of Current Issues / Problems
- 3. Improvements in Process



Description of Current Program

- Eligibility/State Mandate/waiver
- OR\$327.043When district required to provide transportation; waiver.
- (1) A school district is required to provide transportation for elementary students
 who reside more than one mile from school and for secondary school students
 who reside more than 1.5 miles from school. A district is also required to provide
 transportation for any student identified in a supplemental plan approved by the
 Sate Board of Education.
- (2) Notwithstanding subsection (1) of this section, the State Board of Education
 may waive the requirement to provide transportation for secondary school
 students who reside more than 1.5 miles from school. A district must present to
 the board a plan providing or identifying suitable and sufficient alternate modes of
 transporting secondary school students.
- FundingStatereimbursement /OAR 581 023 0040
- Transportation expenses are reimbursed at 70% for approved costs.

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Description of Current Program

- Youth Pass/LincolrHS/Totalstudentssupported
- At the time that ORS327.043 was passed in 1991, PPSwas not providing any yellow bus services to HSstudents. Part (2) of the statute allowed PPSand 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, PPSbegan 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.

Description of Current Program

· Vehicles:

PPS small buses
First Qudent big buses
First Qudent small buses
Total
91
147
88
Total
326

· 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

- 1. Driver Shortage
- 2. Route Design
- 3. Communication



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

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 (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)

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

allow

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 December 1, the Board Legislative Committeemet to discussand refine a draft legislative platform which they will bring to the full board on December 6.

Theoverallpurpose of this platform document is to create a set of guiding principles that district staff and other internal advocate 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 schoolfundingaswe seekto 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.



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

Thereis no better long term investmentin the state than ensuring a high quality public education for everychild. For everydollar we invest in public education we avoid greater long r term costs in humans ervice and public safety. Education must be prioritized.

Overthe yearsK fl2's shareof the state general fund budget has steadily declined from a 2003





x PPSsupportsmeasuresthat would increase the revenues available to the state to increase the investment in education. PPSalso supports measures that will E*B that available to



SchooDistrictOperations

- x PPS:upportsdirect state investmentin schooldistrict capitalneedsasa 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 upports efforts to bring greater control to mandated expenditure and unsustainable ost drivers thus allowing a more efficient leveraging of the current base investment.
- x With the costsof non salarycompensatiorbeinga largereasonfor the increased current service evel, PPS upports legislative fforts to rein in costs while still providing robust health insurance and a reasonable pension for employees.
- x PPSsupports the goals of the Minority Teacher Act and supports flexibility in recruitment and retention of teachers of color and bilingual teachers.
- x PPSsupportsefforts to ensurethat 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 PPSsupportsdirect state investmentin schooldistrict capitalneedsasa way of tackling the problemsfacingan agingeducationinfrastructure. 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 grade grants and \$125 million for matching grants for school districts who passlocal bonds. PPSencourages the state to advocate at the federal level for additional investment in publiced ucation facilities.
- x PPS:upportstargetedefforts that would benefit the district and other similarly situated schooldistricts. 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, sustainable tatewide funding for Outdoor School and investment and incentive for sustainability in school operations.
- x PP\$supportsthe efforts of our statewidepartners in advancing the cause of public education in Oregonand will work in coalition specifically where the interests of such organization and the interests of PP\$align. PP\$supports the priorities of the Oregon School Boards Association and the Confederation of Oregon School Administrators and will work together to advance ommongoals and priorities.
- x PP\$supportsthe efforts of our localgovernmentpartners and community allies where their interests align with the interests of PP\$n advancing ubliceducation.

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

INDEX TO THE AGENDA

December 6, 2016

Board Action Number		Page
Number		rage
	Other Matters Requiring Board Approval	
5370	Implementation of Changes to Salary Schedules for Non-Represented Employees, Licensed Administrators and Senior Leadership	3
5371	2017 State Legislative Platform	4
5372	Minutes	

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