

“The Human Resource and Management Structure Task Force urged the District to retain staff with unique linguistic skills during layoffs.”

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Chair,
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“KPMG’s recommendation that a cost savings could be achieved by adopting a cafeteria plan was premature—further study is needed to evaluate the benefits and the costs.”

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Task Force

The Human Resources and Management Structure Task Force and the AISC felt that upgrading the District’s information system would be key to the implementation of many of the recommendations in this area.

The Task Force divided their work into three subcommittees that met independently with District and outside staff to research the recommendations and their implications. Subject matter experts from the Task Force were assigned to these subcommittees.

Structure

Recommendations 37 IV-1.1, 38 IV-1.2, 40 IV-1.4, 41 IV-2.1, 42 IV-2.2, 43 IV-2.3, 73 VI-4.2

The Task Force and the AISC agreed with KPMG that the District should review accountability and reporting functions to determine the most efficient staff utilization.

Responsibilities, especially for newly created or restructured positions and departments, should be clearly articulated to the entire staff. The AISC agreed with the Task Force on Recommendation 37, that the Assistant to the Superintendent position should be eliminated, but the staff person should not be let go.

Staffing

Recommendations 83 VI-9.1, 84 VI 10.1, 151 VII-23.1, 151 VII-23.1, 228 VIII-41.1, 229 VIII-42.1, 231 VIII-44.1, 233 VIII-45.1

To best utilize staff resources, the District should provide growth opportunities, via profession development and mentorships, and develop systematic recruitment programs for key positions, particularly administrators and bilingual staff. Staff

data management should be streamlined under a new computer system. The AISC noted that support for these recommendations should not be taken as a directive in collective bargaining. They urged the District to retain staff with unique linguistic skills during layoffs.

Compensation & Benefits

Recommendations 85 VI-11.1, 230 VIII-43.1, 232 VIII-44.2

In an ever-changing educational system and competitive labor market, the Task Force and the AISC believes the District should review current policies for their efficiency. Procedures, such as teacher evaluations, and benefits packages should be regularly reviewed and new options explored. The Task Force and the AISC support the District exploring a cafeteria benefits plan; however, they noted that while KPMG believed there were significant cost savings by adopting a cafeteria plan, there were many steps the District needed to go through before such a change could be made. The costs of change were not reflected in KPMG’s savings projections nor was the impact of collective bargaining with three labor groups included in the savings. If any one labor group rejected the cafeteria plan, the administration costs of managing two systems could overwhelm the potential cost savings. The AISC added a comment to the Task Force’s Recommendations on 85 and 230 that support for these recommendations should not be taken as a directive in collective bargaining.