

Portland Custodians' Civil Service Board
Established 1937
February 14, 2023
Board Minutes Summary

The official minutes of the Portland Public Schools Custodian Civil Service Board are recorded in the minutes (the volume) in this summary of the February 14, 2023, meeting.

A special meeting of the Portland Public Schools Custodian Civil Service Board was held on February 14, 2023, via Zoom. Mr. Frank Deavitt attended in person from his office at the Blanchard Education Service Center, 10120th Street, Portland, Oregon. CCSB Chair Brian Caulfield, Board Member Baird Cusack, and Board Secretary Scott Clain attended by Zoom. The resident officer of the meeting was Brian Caulfield.

The meeting was called to order at 4:57 PM.

1. B6S70ESS

1. Approval of minutes

The minutes of the January 31, 2023 meeting were approved as written.

2. Approval of hiring lists

Statistics provided by Mr. Deavitt for this meeting indicated a total of 29 applicants, 1/3 of whom took the test, and 2 of whom were interviewed. The average test score was 92.9; the average interview score was 9/10; and the overall average was 7.9. Eight candidates are on the hiring list.

Board Member Brian Caulfield confirmed that all rules had been followed in the testing procedure, and the list was approved as presented.

3. B6S70ESS

PPS advised the board that PPS has worked with their government relations office to draft HB3227. The bill will make minor updates to civil service laws. PPS believes part of the need for the update is that PPS has not been able to find a board member. The current Civil Service Law requires that a board member must have been a resident of the district for five years. They want to change that to a resident of the region for five years. Mr. Deavitt pointed out that, in fact, many custodians reside outside of the school district, and the focus should be on Oregon residents who are dedicated to civil service.

#here) as also discussion on the hiring process and change in the order of administration to assess content (Mr. Cavitt explained the entry custodian position does not require experience, so it is unfair to be in the testing process) with a 4/ question administration (PPS believes the current process is disproportionately impacting persons of color and non-native English speakers,

Everyone agreed they are going to look at different ways they can determine whether a candidate will be successful (Everyone also agreed that candidates need to be able to read and write English, to be able to read and reply with basic questions) (It was suggested that candidates could be asked to read a question and answer it during the interview) (Mr. Curtin noted that the interviewers do look for basic communication skills) (He said that someone may be able to help a candidate during an online test @ perhaps an explanation to why test scores and interview scores do not correlate) (But, Mr. Curtin noted, when we get the into the interview, we can tell)