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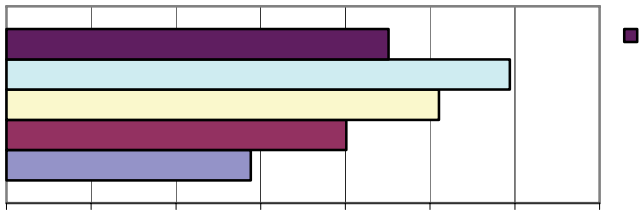

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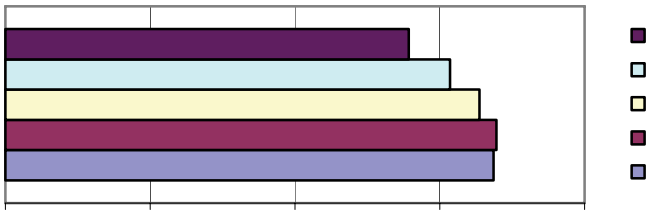

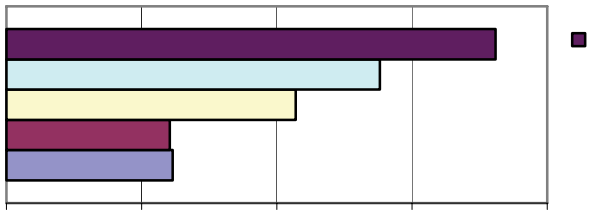

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Maureen Sloane
Human Resources Counsel

Memorandum

TO: Vicki Phillips

FR: Maureen Sloane

DT: July 29, 2005

RE: Response to Audit Report on Teacher Hiring, Assignment and Transfer

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Those of us who work in Human Resources are very pleased that this audit has been performed. We have believed for some time that there are a number of issues regarding teacher staffing that need to be addressed. This report is a good start. However, the report itself is limited because of the limited criteria used to define a qualified teacher. In determining what teachers were best qualified, the auditor identified only the criteria of experience and education. There are other criteria that principals routinely use in determining whether or not a particular teacher is a good fit for a particular school. Those criteria are much more difficult to quantify in an audit such as this but should be included in an analysis of how the District matches teachers with schools.

In addition, this audit did not analyze whether a particular portion or section of the collective bargaining agreement caused the identified inequities. Article 10 of the PAT agreement, which is the article which governs teacher staffing, has many different provisions. It is unclear if the audit is calling for a complete change in the teacher hiring process or whether the changes can be smaller. At this point, we do not have enough information to identify whether wholesale changes are needed.

The staff in Human Resources would be pleased to participate in further studies of the issue as well as developing new staffing strategies with the union as recommended by the report.

MRS:hg