

BOARD OF EDUCATION OF THE CITY OF LOS ANGELES
Governing Board of the Los Angeles Unified School District

AUGMENTED HUMAN RESOURCES COMMITTEE MEETING NOTES

333 South Beaudry Avenue, Board Room

9:30 a.m., Thursday, March 3, 2005

Board Members Present:

Ms. Marlene Canter, Chairperson

Mr. Jon Lauritzen, Member

Mr. Mike Lansing, Member

Staff Present:

Superintendent Roy Romer

Mr. Charles Burbridge, Deputy Chief Financial Officer

Ms. Rita Caldera, Assistant Superintendent, Specially Funded Programs/Parent/Community Services

Mr. Michael Eugene, Business Manager

Ms. Anita Ford, Personnel Director

Mr. Roger Buschmann, Deputy Chief Human Resources Officer

Ms. Robyn Warren, Chief Human Resources Specialist, Organizational Excellence Branch

Mr. Bruce Kendall, Director, Maintenance and Operations

Mr. David Holmquist, Director, Office of Risk Management Services

Dr. Elizabeth Quinn, Assistant Director, Certificated Placement and Assignments

Ms. Wendy G. Macy, Associate General Counsel, Risk Management and Insurance Services

External Members Present:

Mr. Mike Dreebin, Elementary Vice President, United Teachers Los Angeles

Mr. Steve Siry, Principal, Nora Sterry Elementary School and the President of Association of California School Administrators (ACSA)

The meeting convened at 9:40 a.m.

EMPLOYEE RECOGNITION, STAFFING-TO-PAYROLL PROCESS IMPROVEMENT TEAM

Ms. Ford and Mr. Burbridge expressed their appreciation to the participants of the Staffing-to-Payroll Process Improvement Task Force for their leadership to dramatically improve payroll operational efficiency and render enhanced service to all customers.

The Committee, Mr. Burbridge, and Ms. Ford presented Certificate of Appreciations to the following employees: Tess Almarines, Jessie Asuncion, Justo Avila, Donna Barro, Patrick Bingham, Baltazar Bravo, Luis Buendia, Kathryn Butler, Charlen Chien, Annabel Chin, Janice Clark, Don Conley, Gil Danila, Tosha Davis, Pamela De Leon, Elvie Espinoza, Rey Gasca, Marie Green, Julie Holguin, Tom

Hourigan, Ann Hudson, Nancy Hui, Arnold Kakimi, Sam Kim, Phyllis Klein, Robert LeDuff, Marion Liberotti, Annie Lim, Teri Lyons, Steve Magel, Peggy Mitchell, Bobbi Morris, Derrick Moses, Susan O'Brien, Will Paul, Ted Ramos, Connie Ryals, Eva Segee, Brian Sevilla, Glenn Shono, Susan Stengel, Karen Tillman, Tony Trujillo, Michael Turner, Wanda Washington, Jeanne Yamane, and Jason Yee.

EMPLOYEE WELLNESS: A PROGRAM FOR THE LOS ANGELES UNIFIED SCHOOL DISTRICT

Ms. Macy advised that the best way to reduce healthcare claim costs and employee absences is to work on prevention. She noted that Ms. Warren had done research on the benefits that are currently offered to District employees through the health benefit providers and the benefits that could be offered through an Employee Wellness program.

Ms. Warren reported that in the fiscal year 2002-2003, the total cost of employee absences was \$432 million. Of the \$432 million, \$121 million was spent on certificated substitute costs and \$50.6 million on overtime. The most critical cost of absenteeism is the detrimental impact it has in the classroom. Research shows that a teacher's time out of the classroom has a dramatic negative impact upon student achievement. The District is experiencing a considerable increase in workers' compensation costs as a result of workplace injuries and work related illnesses.

Ms. Warren stated that wellness programs have been shown to substantially decrease healthcare, reduce absenteeism, and increase productivity. The majority of United States companies with more than 50 employees currently offer some form of wellness and fitness programs for their employees. She said that the District plans to implement a comprehensive wellness program which will include a range of safety and preventative health activities and benefits in addition to those routinely provided by employees' health plans.

Ms. Warren, Mr. Holmquist, and Ms. Macy responded to comments and questions raised by the Committee.

BEAUDRY STAFFING PROJECTIONS FOR THE BEAUDRY BUILD-OUT PROGRAM

Mr. Eugene reported that the Board and the Superintendent requested that this Committee review the proposal to build-out the Beaudry building to accommodate up to 4,000 staff members. He spoke about the definition of who is and who is not counted for central office staff, reviewed historical data, highlighted changes that have taken place, and talked about the current number of staff housed at the Beaudry building and the number of staff who are expected in 2006. Next year, the total seat demand will be 3,913.

Mr. Eugene, Ms. Caldera, and Mr. Kendall responded to comments and questions raised by the Committee.

MOTION BY MR. LANSING ON PROGRAM IMPROVEMENT/ACHIEVEMENT GAP REFORM

Chairperson Canter announced that Mr. Lansing's motion will be discussed at the Board of Education meeting on March 8, 2005.

CERTIFICATED STAFFING AND VACANCY REPORT

The following report was received by the Committee:

- Certificated Staffing and Vacancy Report

Chairperson Canter noted that the Committee has asked at every meeting for a school-by-school vacancy data report to be cross-referenced to the Academic Performance Index (API) and Program Improvement (PI) status. Dr. Quinn will provide this information to the Committee.

Superintendent Romer and Dr. Quinn responded to comments and questions raised by the Committee.

NONAGENDA SPEAKER

Mr. Bill Ring, a member of the Local School Leadership Council, Palms Middle School, expressed his concern over the reassignment of an Assistant Principal. He also invited the Committee to attend the Mar Vista Community Council's Education Committee meeting on March 17, 2005, at 7:00 p.m. at Venice High School.

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The meeting adjourned at 11:21 a.m.
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Board of Education of the City of Los Angeles
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AUGMENTED HUMAN RESOURCES COMMITTEE

Board Room, LAUSD Administrative Offices
333 South Beaudry Avenue, Los Angeles 90017
Thursday, March 3, 2005, 9:30 a.m.

AGENDA

Committee Members

Marlene Canter, Chair
Jon Lauritzen, Board Member
Mike Lansing, Board Member
David Tokofsky, Board Member
Mike Dreebin
Jon Fullerton
Joyce Murdock
Steve Siry

Superintendent's Representatives

Tim Buresh, Chief Operating Officer (213.241.4133)
Deborah Hirsh, Chief Human Resources Officer
(213.241.6131)
Anita Ford, Personnel Director (213.241.7800)

1. Employee Recognition, Staffing-to-Payroll Process Improvement Team – Anita Ford
2. Employee Wellness: A Program for the Los Angeles Unified School District – Wendy Macy and Robyn Warren
3. Beaudry Staffing Projections for the Beaudry Build-out Program – Michael Eugene, Business Manager
4. Motion by Mr. Lansing on Program Improvement/Achievement Gap Reform – This item may be referred by the Committee of the Whole.
5. Certificated Staffing and Vacancy Report – Receive & File
6. Public Comment
Persons who wish to address the Committee may sign up at the meeting.