

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
10:00 a.m., Thursday, July 7, 2005

Board Members Present:

Ms. Marlene Canter, Chairperson
Mr. Jon Lauritzen, Member
Ms. Marguerite P. LaMotte
Mr. David Tokofsky, Member

External Member Present:

Ms. Joyce Murdock, President of Murdock Human Resources Consulting Group

Staff Present:

Superintendent Roy Romer
Mr. Dan Isaacs, Chief Operating Officer
Ms. Deborah Hirsh, Chief Human Resources Officer
Ms. Anita Ford, Personnel Director
Mr. Ron Marmalefsky, Chief Human Resources Specialist, Classified Recruitment Branch
Mr. Arnie Weiner, Assistant Director, Certificated Recruitment and Selection Section
Ms. Bobbi Morris, Assistant Director, Certificated Placement and Assignments
Mr. Justo Avila, Administrative Coordinator, Strategic Planning, Budget and Personnel Services Branch
Mr. Glenn Gritzner, Special Assistant to the Superintendent
Dr. Jon Fullerton, Board of Education Director of Budget and Financial Policy
Dr. Randy Ross, Board of Education Director of Educational Policy

The meeting convened at 10:15 a.m.

IMPACT OF FIELD OFFICE CLOSURE ON SCHOOLS

Ms. Ford advised that at a previous Augmented Human Resources Committee meeting, Chairperson Canter requested information about the impact of the closure of classified recruitment field offices. She called upon Mr. Marmalefsky to provide information on this issue.

Mr. Marmalefsky reported that in 1989, there were five area employment offices. In 1990, the West and South offices were closed. The West office was partially reopened in 2000 to support the Local District structure. Two members of the Valley office staff traveled to the West office three days a week to do the recruitment, the testing, and the processing. The East and West offices were closed in 2004.

Currently, the only offices open are the Valley and Mid-Cities. The employment offices are responsible for the recruitment, testing, and processing for all school-based classified positions.

Mr. Marmalefsky talked about the classified employment office initiatives, marketing employment opportunities, the 2002-2003 challenges (No Child Left Behind (NCLB) Act of 2001 and budget and staff cuts), and the 2004-2005 challenges of expanded NCLB demands, the new employee processing packet, reduced office hours, increased time for processing teacher assistants, and additional budget and staff cuts.

Mr. Marmalefsky advised that on January 10, 2005, the computerized testing center was opened at the Mid-Cities office with 20 computer modules. A new test for Office Technician was introduced and over 2,400 applicants have been tested. In January 2006, computerized testing of applicants will be used for the positions of Senior Office Technician, the Plant Manager series, and school food service classifications. The Mid-Cities office is open three days a week. The other two days, staff goes out into the field as a mobile recruitment, testing, and processing operation.

Mr. Marmalefsky noted that budget cuts have caused delays in new hire processing and eligibility list generation, limited testing and staffing resources, and limited the advertising budget.

Mr. Marmalefsky recommended that the closed employment offices be reopened, restoration of positions at the Valley and Mid-Cities employment offices, expansion of the computerized testing to five days a week, and the expansion of the advertising budget. The restorations would provide for timely new hire processing; the expansion of the mobile testing program; one-stop testing, scoring and processing; instituting a Classified Career Day for graduating senior high school students; and the expansion of the outreach program to local community colleges.

Ms. Hirsh, Ms. Ford, and Mr. Marmalefsky responded to comments and questions raised by the Board.

MR. TOKOFSKY'S MOTION TO IMPROVE THE ACADEMIC ACHIEVEMENT OF LOS ANGELES UNIFIED SCHOOL DISTRICT STUDENTS THROUGH THE ADEQUATE FUNDING OF THIS COMMUNITY'S GOALS

Board Member Tokofsky presented his motion to improve the academic achievement by the implementation of a parcel tax. The purpose of the motion is to initiate a special tax of \$150 to be levied on each real property parcel within the District for each year for six years to be used to reduce class sizes, increase student safety, improve school libraries, replace outdated textbooks, provide resources for underachieving students, support nursing and counseling services, and improve academic achievement of students.

Board Member Tokofsky pointed out that the issue that needs to be addressed is whether or not the parcel tax initiative should be placed on the November 8, 2005, ballot in place of the school construction bond measure, in addition to the construction bond measure, or to be considered at a future election.

Board Member Tokofsky and Mr. Gritzner responded to comments and questions raised by the Committee.

Superintendent Romer stressed the importance of passing the construction bond measure in November. He felt the parcel tax initiative should be scheduled for a different election date.

The motion will be acted upon by the Board of Education on July 12, 2005.

VIRTUAL RÉSUMÉ SYSTEM

Ms. Hirsh reported that the Human Resources staff has worked over the last three years to improve customer service. About six months ago, web based video conferencing was initiated at placement fairs to enable schools to interview prospective teachers.

Mr. Avila and Mr. Weiner demonstrated the virtual résumé system which allows principals to preview a video of each early contracted teacher and to view the résumé on any web accessible computer. The web site also contains the e-mail address, the telephone number, and the availability date for each candidate.

Ms. Ford suggested that this technology be utilized for classified candidates.

Ms. Hirsh and Mr. Avila responded to comments and questions raised by the Committee.

TEACHER VACANCY REPORT

Ms. Hirsh presented a listing of the latest Program Improvement vacancies at year-round schools.

Ms. LaMotte asked that the Committee discuss LEARN staffing at a future meeting.

Mr. Isaacs, Ms. Hirsh and Ms. Morris responded to comments and questions raised by the Committee.

The meeting adjourned at 12:15 p.m.

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AUGMENTED HUMAN RESOURCES COMMITTEE

Board Room, LAUSD Administrative Offices
333 South Beaudry Avenue, Los Angeles 90017
Thursday, July 7, 2005, 10:00 AM

AGENDA

Committee Members

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

Superintendent's Representatives

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

1. Impact of Field Office Closure on Schools – **Ron Marmalefsky, Personnel Commission**
2. Virtual Resume System – **Arnie Weiner and Justo Avila**
Board Member Motions: Motion to Improve the Academic Achievement of Los Angeles Unified School District Students Through the Adequate Funding of this Community's Goals – **Mr. Tokofsky**
3. Teacher Vacancy Report – **Receive & File**
4. Public Comment

Persons who wish to address the Committee may sign up at the meeting.

Requests for disability related modifications or accommodations shall be made 24 hours prior to the meeting to the Board Secretariat at 333 S. Beaudry Ave., 24th Floor, Los Angeles, CA, 90017 or by calling (213) 241-7002 or toll free (877) 772-6273.

For more information, go to: <http://www.laschoolboard.org>, Human Resources Committee website.