

BOARD OF EDUCATION  
SCHOOL DISTRICT NO. 1J, MULTNOMAH COUNTY, OREGON

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Other Matters Requiring Board Approval

The Interim Superintendent RECOMMENDED adoption of the following items:

Resolutions 5370 through 5372

During the Committee of the Whole, Director Esparza Brown moved and Director Anthony seconded the motion to adopt amended Resolution 5370. The motion was put to a voice vote and passed by a vote of 5-2 (5-yes, 2-no [Rosen, Anthony]), with Student Representative Bradley voting yes, unofficial.

Director Knowles moved and Director Anthony seconded the motion to add the following language to the end of Recital D.1. in Resolution 5370: "with an annual review performed during the budget process to keep salaries in 75% of market." The motion was put to a voice vote and passed by a vote of 6-1 (6-yes, 1-no [Rosen]), with Student Representative Bradley voting yes, unofficial.

Director Knowles moved and Director Anthony seconded the motion to add the following language to the end of Recital D.2. in Resolution 5370: "to bring non-represented employees to within 50% of market. The priority is to bring those positions in the 2017-18 budget to 75% of market." The motion was put to a voice vote and passed by a vote of 5-2 (5-yes, 2-no [Rosen, Anthony]), with Student Representative Bradley voting yes, unofficial.

Director Knowles moved and Director Anthony seconded the motion to add the following language to the end of Recital D.3. in Resolution 5370: "taking into consideration national and local comparables, and benefits, to ensure competitiveness with local districts." The motion was put to a voice vote and passed by a vote of 4-3 (4-yes, 3-no [Rosen, Buel, Anthony]), with Student Representative Bradley abstaining.

Director Rosen moved and Director Anthony seconded the motion to add Recital D.4. to Resolution 5370: "4. No salary increase will occur without a current performance evaluation, beginning in 2017." The motion was put to a voice vote and passed unanimously (7-yes, 0-no), with Student Representative Bradley voting yes, unofficial.

During the Committee of the Whole, Director Anthony moved and Director Kohnstamm seconded the motion to adopt Resolution 5371. The motion was put to a voice vote and passed by a vote of 6-1 (6-yes, 0-no, 1-abstain [Knowles]), with Student Representative Bradley voting yes, unofficial.

Director Buel moved and Director Anthony seconded the motion to add the following paragraph in place of the fifth bullet in the Draft Legislative Platform: PPS supports efforts to ensure that no personally identifiable student data is collected from school districts and sent to databases outside of that district's control even if encrypted, unless required by state or federal statute. Any student data collected should never be used for marketing purposes and should only be used primarily to inform instruction and support student achievement or other uses approved by the district collecting the data." The motion was put to a voice vote and failed (3-yes [Buel, Anthony, Rosen], 4-no), with Student Representative Bradley voting no, unofficial.

Director Buel moved and Director Anthony seconded the motion to add an addition bullet in the Draft Legislative Platform under *Student Achievement*: "PPS supports the elimination of the Smarter Balanced summative test. It should be replaced with a statewide test which is not high stakes in that districts or schools are not penalized for test scores. Any new summative test

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should be able to inform instruction in an individual manner and be definitive enough that test questions and individual student answers are available to the student's teacher." The motion was put to a voice vote and passed by a vote of 4-3 (4-yes, 3-no [Esparza Brown, Knowles, Kohnstamm]), with Student Representative Bradley voting yes, unofficial.

Director Anthony moved and Director Kohnstamm seconded the motion to adopt the Business Agenda. The motion was put to a voice vote and passed unanimously (7-yes, 0-no), with Student Representative Bradley voting yes, unofficial.

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**RESOLUTION No. 5370**

Implementation of Changes to Salary Schedules for Non-Represented Employees,  
Licensed Administrators and Senior Leadership

**RECITALS**

- A. On July 28, 2015 the Board of Education passed Resolution No. 5126 calling for an audit of administrative compensation to determine whether PPS has adequate processes and procedures in place to guide the Superintendent in determining compensation for all employees and to review whether the processes and procedures are being followed.
- B. Talbot, Korvola, and Warwick (TKW) completed two phases of this compensation audit and presented them to the Audit Committee in February 2016 and July 2016.
- C. The salary schedules for licensed administrators, non-represented employees, and senior leadership were discussed in the Business and Operations Committee of the Board of Education in September 2016 and are now coming to the full board for approval.
- D. The salary schedules and implementation recommendations are as follows:
  - 1. Licensed Administrators Salary Schedule: will be adjusted as of January 1, 2017 at a cost of approximately \$600,000, with an annual review performed during the budget process to keep salaries in 75% of market.
  - 2. Non-Represented Salary Schedule: will be retroactive to July 1, 2016 at a cost of approximately \$1.7 million, to bring non-represented employees to within 50% of market. The priority is to bring those positions in the 2017-18 budget to 75% of market.
  - 3. Senior Leadership Salary Schedule: maintain a 15% difference above Non-Represented Salary Schedule to avoid compression. Superintendent to make adjustments as necessary, taking into consideration national and local comparables including benefits to ensure competitiveness with local districts.
  - 4. No salary increase will occur without a current performance evaluation, beginning in 2017.

**RESOLUTION**

- 1. The Board of Education directs the Superintendent to implement the above recommendations for changes to the Non-Represented Employee, Licensed Administrators, and Senior Leadership salary schedules.

*Y. Awwad*

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**RESOLUTION No. 5371**

2017 State Legislative Platform

**RECITALS**

- A. In February the Oregon Legislature will convene the 2017 Regular Legislative Session during which hundreds of bills affecting education will be introduced and debated.
- B. Additionally, the Legislature will approve a budget for the 2017-2019 biennium that will contain the State School Fund, the primary funding source for public education in Oregon and for Portland Public Schools.
- C. The Portland Public Schools' Board of Education recognizes that legislative advocacy is essential for the District and for our ability to affect education public policy in Oregon.
- D. Portland Public Schools' first and foremost priority for the 2017 Regular Legislative Session is for the legislature to provide adequate and stable financial support for advancing student achievement in every school district in Oregon. The district is calling on the legislature to reconnect to adequate funding for education as outlined by the Quality Education Commission.
- E. Portland Public Schools will actively seek ways to enhance state and local revenue collections as a way to bring about additional funding for education, including reforms to the state's property tax system.
- F. The district will also strongly support measures that enhance the ability of PPS to advance student achievement, close the achievement gap and enhance equity in the district and statewide.

**RESOLUTION**

The Board adopts the 2017 State Legislative Platform as the formal position of the Board of Education for the 2017 Regular Legislative Session focusing on priority areas of Student Achievement, Education Funding and School District Operations.

*C. Westling*

**RESOLUTION No. 5372**

Minutes

The following minutes are offered for adoption:

November 17 and 29, 2016