



Staff Analysis and Report to the Board

Date: December 5, 2018
To: The Board of Education
From: Liz Large & Sharon Reese
Subject: POLICY RESCISSIONS—Second Reading

BACKGROUND

The Board and Superintendent have recognized a need to review existing policies and administrative directives to update content and make relevant information more easily accessible to users. As part of that process, staff is in the process of identifying policies for amendment or rescission. These policy recommendations result from that work.

RELATED POLICIES/BEST PRACTICES

N/A

ANALYSIS OF SITUATION

- Reporting Statement of Economic Interest 1.40.020-P
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/1.40.020-P.pdf>
 - This policy states that ORS chapter 244 does not apply and allows for voluntarily filed statements at the discretion of a Board member. This policy is not needed. The Board plans to adopt additional conflict of interest policies, including economic conflicts, to accompany the recently adopted conflict of interest—nepotism policy. This policy was last amended in 2002.
- Method of Board Operations 1.70.010
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/1.70.010-P.pdf>
 - This policy unnecessarily defines the Board's actions as needing to comply with applicable laws and regulations, which is true regardless of the existence of this policy. It was last amended in 2002.
- Job Description 5.10.010-P
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.10.020-P.pdf>
 - This policy merely restates the obligations of OAR 581-022-715 (which no longer exists) and was last amended in 1995.
- Employee Suggestion Award Program 5.10.040
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.10.040-P.pdf>
 - This policy does not reflect a current District practice and was last amended in 1988.

- Tax Deferred Annuities 5.10.070
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.10.070-P.pdf>
 - This policy does not reflect a current District practice and was last amended in 1979.
- Orientation of Teachers 5.20.040
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.20.040-P.pdf>
 - While the District believes in appropriately onboarding all of its new employees, this policy is not needed to effect that practice. It has not been amended since its enactment in 1971.
- Compensation Related Benefits—Miscellaneous 5.60.050
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.60.050-P.pdf>
 - This policy that allows for the board to determine certain benefits for administrators is not necessary. It was last amended in 1977.
- Alternative to Military Leave 5.50.063
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.50.063-P.pdf>
 - This policy is endeavors to state what qualifies for military service under a federal statute and is unnecessary. It has not been amended since enacted in 1971.
- Employment in Institutions of Higher Learning: Restoration of Health 5.50.067
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.50.067-P.pdf>
 - Teacher leaves of absence are governed by collective bargaining agreements. This policy has not been amended since enacted in 1971.
- Administrative In-service Requirements 5.60.080
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.60.080-P.pdf>
 - A Board policy is not required to support Administrative in-service training. This policy has not been amended since enacted in 1971.
- Retirement—Permanently Disabled 5.20.140
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.20.140-P.pdf>
 - Permanent disability eligibility is determined by statute. This policy was last amended in 1992.
- Administrative—Clerical Personnel Salary Schedule 5.70.055-P
<https://www.pps.net/cms/lib/OR01913224/Centricity/Domain/4814/5.70.055-P.pdf>
 - This policy covers employment terms and conditions that are covered by collective bargaining agreements and/or other policies, resolutions, or practices. It was last amended in 1980.
- Educator’s Council 5.40.030-P, Professional Compensation 5.50.010-P, Professional Improvements 5.50.040-P, and Professional Growth Incentive 5.50.043-P contain no substantive policy provisions.

FISCAL IMPACT

Negligible, if any.

COMMUNITY ENGAGEMENT (IF APPLICABLE)

These have been noticed on the public agenda of the Policy & Governance Committee. No substantive public comment has been received.

TIMELINE FOR IMPLEMENTATION/EVALUATION

Nothing to implement if rescinded.

BOARD OPTIONS WITH ANALYSIS

If these policies are left in place, they will leave inapplicable, outdated, and/or unnecessary policies in place.

STAFF RECOMMENDATION

Staff recommends rescinding each of these policies.

I have reviewed this staff report and concur with the recommendation to the Board.



Guadalupe Guerrero
Superintendent
Portland Public Schools

December 5, 2018

Date

ATTACHMENT

A. Resolution