SAN LEANDRO UNIFIED SCHOOL DISTRICT

Personnel Services Department

Educational Services and Personnel Services Reorganization Summary

Overview:

At the end of the 2018-19 school year, an assessment was conducted of the district office departments and programs due, in part, to the departure of two district office employees: John Thompson and Rob Mangewala. As a result of this evaluation, staff is recommending a realignment of programs within departments, the elimination of two management positions, and the promotion of several employees.

Recommendations:

Specific staff recommendations to the SLUSD Board of Education include:

1. The restructuring of the Educational Services Division to move the Teaching Learning and Educational Equity (TLEE) and Prevention & Intervention Services Departments under one administrator. The affected administrative position will be reclassified from a director to senior director position. The director position that currently oversees the TLEE department will be eliminated;
2. The movement of the Family & Student Services Department from the Educational Services Division to the Personnel Services Division. The assistant superintendent position in the Personnel Services Department will become the assistant superintendent of administrative services. The personnel director position in the Personnel Services Division will be reclassified to a senior director position.
3. The current senior director position in the Technology, Assessment, Research & Evaluation (TARE) department will be eliminated. The assistant director position in the TARE department will be reclassified to a director position.

This realignment and reorganization is illustrated in the organizational charts that are attached to the board agenda item.

Board Action:

Board action to approve this item will do the following:

1. Approve the reorganization described in the “Recommendations” section of this memorandum;
2. Approve the following position reclassifications: (A) the Director of Personnel Services position to the Senior Director of Personnel Services; (B) the Director of Prevention & Intervention Services position to the Senior Director of Educational Services; and (C) the Assistant Director of TARE position to the Director of TARE.
3. Eliminate the Senior Director of TARE position and eliminate the Director of TLEE position.
4. Approve revised job descriptions for affected positions (attached to this board agenda item).
5. Generate an ongoing cost savings of approximately $300,000 per year.

This reorganization results in a significant cost savings to the district. All changes would go into effect on July 1, 2019, and the elimination of positions would not affect any employees employed on that date.