

CARE
October 10, 2019

Dear President Grijalva and Ms. Counts:

Our organization, CARE, is writing to you once again about the importance of calling for an independent and external review of the Human Resources (HR) Department. We call on one of you to agendaize this request within the month, as we have received verbal support for this idea from almost everyone currently on the Board.

It is confusing to us and many others, that in the midst of a teacher shortage, it still takes so long for applicants to hear back from HR as to their status, or to find out accurate and consistent information from that department. We have heard multiple cases where mistakes on the part of HR have caused experienced teachers to receive faulty contracts (without stipends for experience, for example), work for free if they want to start out the year with their classes (while HR takes an unreasonable amount of time verifying qualifications or getting teachers paid for additional duties) or simply not be hired in a timely fashion. We have heard stories of poor information leading to negated contracts and apparent blacklisting of highly skilled workers seeking to change positions. It is clear that the department is not consistently giving exit interviews (recently it was reported in a Board presentation that just eight were done.) We know that what we are hearing is only the tip of the iceberg. Yes, TUSD does not always offer enough monetary incentive to be attractive for many of its positions, but its confusing and seemingly incompetent hiring practices ALSO do not make the district a desirable option.

We strongly disagree with the argument that a new internal auditor should be hired first, before such a review takes place. To begin with, when one of the concerns about the HR department is that it seems to take a very long time for hiring to actually take place, who knows when we will get a new internal auditor for the Audit Committee? These are just a sampling of problems which have been going on for years now, and they are only getting worse. In the meantime, our students go without qualified and experienced teachers and other qualified personnel in our schools. Secondly, the review should be performed by an INDEPENDENT external consultant who is specifically an expert in human resources, and will highlight where work needs to be done by the district's own auditor and audit committee. With this information in hand, a new auditor will be able to hit the ground running.

TUSD cannot afford to let this wait. We feel that time is of the essence. Please agendaize a request for an independent external audit of the Human Resources Department within the month.

Thank you for your attention to this matter,

CARE