

September 22, 2021

Independent Audit of the Human Resources Department

I speak on behalf of the Coalition for Accountability, Respect and Excellence

CARE has long called for an independent audit of the Human Resources Department, based upon numerous incidents reported by employees and potential employees citing the unresponsiveness of the department, as well as the disproportionate number of vacancies in TUSD. Furthermore, four board members, one of whom has had personal experience with these deficiencies, told us they would support such an audit, but none wanted to put the item on the agenda.

So, knowing that the H.R. Department is dysfunctional, we listened carefully to the discussion about hiring "Maxim"--actually named "Maxim Healthcare"-- to supply online teachers to TUSA. When our H. R. Department asks to use a third party contractor/outsourcer to find teachers, aren't our administrators just blatantly admitting that H.R. isn't doing its job well? Doesn't the H.R. department know how to advertise nationwide like Maxim Healthcare does?

We know TUSA experienced an unexpected crush of enrollment, and opened up short of the teachers it needed. But why is Maxim Healthcare being called to supply teachers for TUSA? They are a **health care staffing company**. Their recruiting in Tucson focuses on nurses and medical assistants. And then they have this one out-of-place listing for a Virtual Teacher. Now they are item no. 6.5 on the consent agenda, to recruit "special education and other substitute services".

We have been here before....Is this just another bid by TUSD to privatize its employees? TUSD is asking a private for-profit business to be the employer of some of the teachers and substitutes. Why is TUSD once again using public taxpayer dollars to pay profiteers? Does TEA support this proposal? Maxim Healthcare apparently earns a 12 percent profit to duplicate services that **HR should be capable of doing**. And this profit isn't just a one-time fee. Maxim Healthcare collects for as long as the employee works, while the employee loses out on state retirement benefits, vacations, worker protections, etc.

As one of Arizona's largest school districts, shouldn't TUSD's H. R. Department be better equipped than a health care staffing agency to recruit, train and supervise on-line teachers with Arizona teaching credentials? A successful district needs a high-functioning H.R. Department that knows how to do these things. TUSD's H.R. Department holds the district back.

CARE renews its call to bring in an independent performance auditor to look closely at TUSD's Human Resources Department.

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