



# FACT SHEET

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Report: **2005-132**

## **The California State Auditor released the following report today:**

### **Los Angeles Unified School District It Has Increased Administrative Positions for Various Reasons and Although Making Progress, Its Performance Evaluation and Salary-Setting Procedures for Managers Still Need Improvement**

#### **KEY FINDINGS**

- The Los Angeles Unified School District (LAUSD) did not consistently achieve the reductions in support services positions located at central and regional offices proposed in its 2000 and 2004 reorganization plans. For example, in 2000, LAUSD proposed to cut 835 support services positions at its central office, but only cut 664 positions, almost all of which were shifted to local district offices. In contrast, the 2004 reorganization plan proposed cutting 205 positions but LAUSD actually cut 231 positions.
- These staffing reductions were temporary because by December 2005 support services staffing had increased to levels that exceed those existing prior to the 2000 reorganization. LAUSD indicates many of these additional employees were needed to manage school construction and information services efforts.
- The 2000 reorganization plan created Parent/Community Advisory Councils (advisory councils) in each of the eight local districts, but only four of them are currently active, and only two appear to be operating as the plan intended. Additionally, LAUSD has not attempted to measure parent satisfaction with the existing advisory councils.
- LAUSD has made only limited assessments of the results of its 2000 reorganization, and although reporting on changes to its administrative structure, it has not reported the financial changes resulting from the reorganization as the LAUSD Board of Education (board of education) had requested.
- Although LAUSD has established measurable benchmarks and goals for the superintendent, it does not have specific performance benchmarks for all managers, nor has it always maintained documentation of past evaluations.
- LAUSD has addressed many of the concerns we noted in a July 2001 audit of its salary-setting practices for certificated executives and managers. However, its Personnel Commission continues to lack written procedures for determining salaries of classified employees, and 11 of the 15 salary-setting decisions we reviewed lacked documentation to support the recommendations.
- For more than half of the 27 high-level positions surveyed, LAUSD's salaries are higher than those of comparable positions at other school districts, but factors such as cost of living and enrollment could contribute to the differences.

#### **BACKGROUND**

With 727,000 students attending kindergarten through 12<sup>th</sup> grade in the 2005–06 school year, LAUSD is the nation's second largest school district. For the 2005–06 school year, LAUSD had almost 78,000 regular employees, including 37,000 teachers. Currently, LAUSD has a traditional school governance structure with a superintendent to manage its operations and a board of education to oversee policies. Its total expenditures in fiscal year 2004–05 were \$8.5 billion.

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