

2016-103 AUDIT SCOPE AND OBJECTIVES

School District Employee Discipline Process

The audit by the California State Auditor will provide independently developed and verified information related to the Los Angeles Unified School District's (LAUSD) credentialed employee discipline processes, as well as those of select other school districts, and will include, but not be limited to, the following:

1. Review and evaluate the laws, rules, and regulations significant to the audit objectives.
2. Determine the circumstances under which LAUSD houses teachers who are the subject of a misconduct investigation, and determine the cost of housing teachers, based on the per-teacher cost and overall cost, for the past five years. In determining these costs, include the cost of compensating the housed employee and the cost of a substitute teacher, when applicable.
3. Survey a selection of school districts regarding their policies and practices used when a teacher is the subject of an investigation for misconduct requiring his or her removal from the classroom.
4. Determine the reasons LAUSD houses teachers who are the subject of a misconduct investigation, evaluate the appropriateness of those reasons, and determine whether other, less costly alternatives exist.
5. For a selection of teachers, assesses the manner in which their cases were evaluated, investigated, and resolved. For a selection of teachers who have been housed for a significant amount of time, determine whether the investigations related to those teachers were conducted timely. Also, to the extent possible, for those cases that are still unresolved or were not resolved timely, determine whether the process LAUSD uses to investigate teacher misconduct and to house teachers who are the subject of such an investigation is sufficient to protect the procedural due process rights of the teachers involved.
6. Evaluate whether housing teachers who are on paid leave pending the outcome of a misconduct investigation is a reasonable practice, and determine whether LAUSD follows appropriate policies and practices in making the decision to house such employees.
7. Determine, to the extent possible, whether employees, including those employees who had been housed for a significant period of time during the last five years, ultimately have disciplinary action taken against them by LAUSD or by the Commission on Teacher Credentialing with respect to their teaching credential.
8. Review data from the last five years concerning the number of credentialed school employees at LAUSD who have been housed and the length of time they have been housed. To the extent possible, categorize and present the data grouped by the type of misconduct alleged.
9. To the extent possible, review the impact on students whose teachers have been housed.
10. Review and assess any other issues that are significant to the audit.