

## Maybe Send the Management “Back to School”

*2,400 'Do-Nothing' Teachers On Payroll* screamed the New York Post [headline](#). This July 31 story focused on the \$100 million payroll to the extent teachers without permanent jobs remain unable to find them. When I served on a Community School Board, principals lacked the ability under the teachers' contract to deny a senior teacher an opportunity to transfer in to an available position. That changed but the revision protected teachers unable to find new positions from losing their jobs, absent the formal disciplinary process based on malfeasance or incompetence. At the same time some senior teachers who got it and some younger “prospects” without tenure face being excessed because of ongoing budget shenanigans.

Well, if these out-of-the-classroom teachers have it but chemistry with a principal or perhaps another teacher's better chemistry with a principal keeps them out of a classroom, it certainly behooves the Department of Education to view the clearly competent teachers in the group as resources who can be used to lower class sizes, provide pull-out assistance to students and whatever other additional services can be reasonably brought to bear. We are paying them. They certainly want to make a difference with our kids – why else take the job? And, they surely want to earn their keep. Well the Department does some of this with essentially having the old school which might excess an experienced teacher effectively paying some and the Department paying the rest of the salary for the teacher who lands elsewhere.

Longer term, it seems the DOE might look at the almost \$100 million in costs. Its managers surely can run some numbers and find better ways to reinvest the final dollar amount back into the schools. This may enable principals turned budget directors to avoid making some teacher cuts they prefer to avoid. It may also reduce “the lose your teacher to another school because you had to cut them and know in late August that your budget increases and you want them back but the principal at the new school will not release them” – why should they?

As for the truly incompetent, there remains a process. It seems to make sense to use it. It saves on payroll to reinvest into the classroom. Perhaps, some senior managers there need to head back to school. The Public Ought To Know. – *Corey Bearak*