



Administrative Consultation Meeting
September 8, 2015
4PM – 3C04
Agenda

Time Started: 4:03 PM

Time Ended: 4:36

I. September 10, 2015 BOE Items requiring consultation:

Office of Human Resources:

G-1 APPROVAL OF SIGN-ON AND RETENTION BONUSES FOR TEACHERS OF SUBJECTS INCLUDED IN STATE OF TEXAS ASSESSMENTS OF ACADEMIC READINESS AND END OF COURSE TESTING AT IMPROVEMENT-REQUIRED SCHOOLS

Response: Office of Human Resources – Gloria Cavazos

Jeff McCanna introduced item to committee and opened the floor for concerns; there were none.

Office of Communications:

J-2 CONSIDERATION AND APPROVAL OF ADDENDUM TO TERM CONTRACTS FOR JUNIOR RESERVE OFFICER TRAINING CORPS INSTRUCTORS

Response: Office of Legal Services – Elneita Hutchins-Taylor

Jeff McCanna introduced item to committee and opened the floor for concerns; there were none.

Office of Academic Services:

K-1 PROPOSED REVISIONS TO BOARD POLICY EK (LOCAL), TESTING PROGRAMS—FIRST READING

Response: Office of Academic Services – Dr. Andrew Houlihan

Lance Menster introduced item to committee and stated that this is the first reading of revising current HISD policy, concerning parents choosing to opt out their child from standardized testing, so that it matches that of the state of Texas and is clear.

II. HASA Concerns:

1. HASA requests information and discussion about Capping and Transfers. There is a lot of confusion about procedure and a lot of mistreatment of principals. Mr. Reiner stated that the first thing he wanted to discuss was that he, as well as Justin Flores, made an attempt to be at these meetings and that it is not equitable that those others who should be present were not.

Wally De Covarrubia stated he would like Mr. Reiner to note that the Agenda Review was taking place and that many of the Chiefs were in attendance.

Mr. Reiner stated that he understood that things come up but that this has happened before.

Mr. Reiner stated that he had been contacted by administrators about capping and that he wanted to know why and how it was occurring. Mr. Reiner asked why principals who had followed district policy had received a letter of reprimand because of the capping situation. Mr. Reiner asked why had the principals not been brought in for a discussion rather than starting the school year with a letter that hurt morale. Mr. Reiner stated that there were second and third year principals that were upset and experienced principals that felt insulted by how they were being treated.

Response: Justin Silhavy, Demographer, Office of Student Support

Some principals had requested to be capped and days later, enrolled children in those classes.

Response: Jeff McCanna, Officer Human Capital

Stated that we could follow up with school chiefs and inform them that this a concern and that they could spend more time discussing this situation.

Mr. Reiner stated that here was a concern that when people from HR are out there is no one to pick up the workload and wanted to know why there wasn't something in place so that when someone is out other team members could step up. Principals are left feeling frustrated because they have no one to call or their calls aren't returned.

Response: Jeff McCanna, Officer Human Capital

Mr. McCanna stated that there is a plan in place and that recent events were due to an employee having two unexpected deaths in the family back to back. Mr. McCanna also stated that nothing was done out of negligence and that everyone he that had a concern was within the same day window.

Mr. Reiner stated that certain SSO's telling principals how their teachers should teach. Only things someone should say are to follow curriculum and use best practices, but if outside people are coming in and there are inconsistencies where people are going in to tell the principals should teach. Although they may have good ideas, it is all in the approach.

Response: Jeff McCanna, Officer Human Capital

Justin Fuentes stated that there is a suggestion that we use more than one company to do fingerprints because there are some teachers that have had to wait.

Response: Jeff McCanna, Officer Human Capital

Mr. McCanna stated that the state has one organization that does the fingerprinting and TEA decides who gets the bid and although there are multiple sites, there is only one company we can use. Several principals have mentioned concern because company cannot seem to handle workload. Because candidates are having to drive very far or cannot get fingerprints done, results are coming. We are looking at having fingerprinting done in-house.

III. Houston Area Alliance of Black School Educators (HAABSE) Concerns:
No concerns submitted.

IV. AHSA Concerns:
No concerns submitted.