



Administrative Consultation Meeting

Tuesday, February 9, 2016

4:00 p.m.

2C12

MINUTES

Meeting began at 4:00 p.m.

Items Requiring Consultation:	RESPONSE
B.4 PROPOSED REVISIONS TO BOARD POLICY FO(LOCAL), STUDENT DISCIPLINE—SECOND READING	Office of Student Support Mark Smith
<p><i>RESPONSE: Susan Kaler stated this is the second reading of this policy. Ms. Kaler acknowledged HASA's concern as noted in the minutes of the last meeting. Ray Reiner had a question on the statement in the policy, page 2, item number 3, (the proposed added language would be) "Beginning with the 2016-2017 school year, no student shall be informally sent home. No student prior to third grade shall be suspended, placed into a disciplinary alternative setting, or expelled, except as required by law." Mr. Reiner asked for clarification for the meaning of the word "informally." Ms. Kaler explained that in some cases where students are sent home for their behavior, the campus does not include any written documentation in Chancery or in the student's file. Mr. Reiner further clarified that if a child needs to go home, according to the principal, they would formally have to rise to that level of real concern and have the documentation, etc. Ms. Kaler concurred.</i></p>	
J.1 CONSIDERATION AND APPROVAL OF CONTINUING CONTRACT TEACHING FIELDS FOR REDUCTION IN FORCE	Office of Legal Services, Elneita Hutchins-Taylor
<p><i>RESPONSE: Elneita Hutchins-Taylor explained that this item grants schools the authority to implement a reduction in force for contract personnel should it be needed. There are no individual names or positions attached to this at this point. It is possible that some campuses may avoid a reduction in force by rearranging staffing. Reductions in force will take place next school year with notifications sent out in the Spring. Mr. Reiner requested that someone examine the reductions that will be made. He is concerned that, since this is a big district, some reductions may be made for personal reasons and may have nothing to do with necessity or budget. Michael Cardona stated that last year, the district was able to place all contract personnel affected by a reduction in force.</i></p>	
J.2 CONSIDERATION AND APPROVAL OF TERM CONTRACT EMPLOYMENT AREAS FOR REDUCTION IN FORCE	Office of Legal Services, Elneita Hutchins-Taylor
<p><i>RESPONSE: See response to J.1.</i></p>	
K.1 PROPOSED REVISIONS TO BOARD POLICY DH(LOCAL), EMPLOYEE STANDARDS OF CONDUCT, INCLUDING THE TEXAS OPEN CARRY LAW—SECOND READING	Office of Legal Services, Elneita Hutchins-Taylor
<p><i>RESPONSE: Mr. Reiner said the principals need to be informed of what the rules are for this policy. Ms. Hutchins-Taylor stated that this Thursday will be the second reading of this item for the Board; therefore, the policy will be in effect should the Board vote to approve it. Mr. Reiner mentioned that he thought the District was going to take this to the state legislature. Ms. Hutchins-Taylor explained that will need to be further down the road during the next legislative session so that the Legislature can review and clarify some of the provisions in this law. For now, HISD is working with it as it is, or as the district perceives it to be at this point. The main thing for employees to know is that they are not permitted to have firearms on district property whether they are in the scope of their employment or not. Under no circumstances should any employee have a weapon under the open carry provision. Mr. Reiner stated it was fine.</i></p>	
K.2 PROPOSED REVISIONS TO BOARD POLICY GKA(LOCAL), COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES, INCLUDING THE TEXAS OPEN CARRY LAW—SECOND READING	Office of Legal Services, Elneita Hutchins-Taylor
<p><i>RESPONSE: See response to K-1</i></p>	

HASA(s) Item(s):	RESPONSE
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HASA 1. HASA requests information on the status of reductions to the PUA. Pupil teacher ratios, budget cuts and lack of continuity, services and morale will be devastating.

Site based management has been in place for 20 or more years. To dramatically change this policy without input from those who are responsible for implementation is a mistake. Principals from all three levels should meet with Financial/ Budget departments to draft some solutions for Board consideration. HASA requests information regarding possibilities for real input.

RESPONSE: *Glenn Reed stated that although the board item was withdrawn, conversations with principals were conducted through the course of 30 days (a total of 13 meetings: 12 meetings with principals and one meeting with SSOs and Chiefs).*

Mr. Reiner stated that he had recommended that the district assemble a task force of 15 principals— five for each school level: elementary, middle, and high. HASA wants to officially go on record that no one is against essential personnel in a school. He stated the district needs to revisit the small school subsidy and not penalize larger schools who are taking care of business at the expense of meeting financial obligations in a small school. Mr. Reiner stated small schools are financially difficult, but it is the cost of doing business. He believes that even though a school may have an enrollment of only 400 students, the district is not going to touch that school for various reasons. Mr. Reiner said someone needs to decide how the district is going to come up with X number of millions of dollars and he proposes it can be done.

Mr. Reed stated prior to the item being withdrawn, a team was created from a group of principals (10 or 12 principals) and the CSO's office. Several meetings were held to discuss different scenarios and different ways of handling things, including focusing on the small schools. The meetings concluded on a Thursday, then the item was pulled on Friday. Mr. Reiner stated having it pulled was a good thing because absolutely no one was happy with it and he hopes that the item will not go before the Board until the district can come up with a mutually agreeable proposal. Mr. Reiner reiterated that dollars can be found to alleviate some of cuts.

Michael Cardona mentioned that the Central Office was asked to look at every contract and to be the first to make cuts. Mr. Reiner mentioned that best practices indicate that cuts to classrooms should be the final and last resort.

HAABSE Item(s):

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

AHSA Item(s):

Association of Hispanic School Administrators (AHSA) Concerns:
No concerns submitted.

Meeting adjourned at 4:20 p.m.

Meeting:

Next Meeting:

Date: Tuesday, March 8, 2016, 4:00 p.m. in 2C10



Administrative Consultation Meeting

Tuesday, February 9, 2016

4:00 p.m.

2C12

SIGN-IN SHEET

NAME	SIGNATURE	GROUP/DEPARTMENT
FUENTES, Justin		AHSA (Association of Hispanic School Administrators)
REINER, Ray	<i>R. Reiner</i>	HASA (Houston Association of School Administrators)
VAUGHN, Roslyn		HAABSE (Houston Area Alliance of Black School Educators)
SPENCER, Jason G.	<i>JG Spencer</i>	Chief of Staff (Facilitator)
<i>R MOUL</i>	<i>RM</i>	<i>POUCE</i>
<i>Glenn Reed</i>	<i>Glenn Reed</i>	<i>Budgeting</i>
<i>Susan Kaler</i>	<i>SK</i>	<i>School Support</i>
<i>Gloria CAVAZOS</i>	<i>Gloria Cavazos</i>	<i>HR</i>
<i>Rosa Hernandez</i>	<i>Rosa Hernandez</i>	<i>SSO2</i>
<i>Michael Cardona</i>	<i>Michael Cardona</i>	<i>SSO2</i>
<i>E. Hutchins-Taylor</i>	<i>E. Hutchins-Taylor</i>	<i>Legal</i>
<i>Karla Loria</i>	<i>Karla Loria</i>	<i>CSO Ede</i>

RECORDER:
AUTHENREITH, Liz

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