



Administrative Consultation Meeting

Tuesday, February 7, 2017

4:00 p.m.

3SE06

MINUTES

Meeting began at 4:00 p.m.

Present:

Gloria Cavazos, Chief Human Resources Officer (Facilitator); **Sam Sarabia**, Deputy Superintendent; **Jeff McCanna**, Human Capital Officer; **Raymond Glass II**, HASA President; **Ray Reiner**, HASA Exec. Dir.; **Roshanda Griffin**, HAABSE representative; **Jocelyn Mouton**, Chief School Officer – Southwest - Charter/Alt.; **Matilda Orozco**, Chief School Officer – North Area; **Steven Gutierrez**, Chief School Officer – Northwest Area; **Erica Graham**, Asst. General Counsel; **Sherrie Robinson**, Interim CFO; **Erick Pruitt**, Chief School Officer – South Area; **Wally de Covarrubia**, General Mgr.-Human Capital & Accountability; **Rudy Trevino**, Chief School Officer – East Area; **Dawn DuBose-Randle**, Officer, Leadership Development

Items Requiring Consultation:

RESPONSE

G.1	Approval Of Waiver Of Student Performance From The Teacher Appraisal And Development System For The 2016-2017 School Year	HUMAN RESOURCES Gloria Cavazos Dawn Dubose-Randle
RESPONSE: <i>Dr. Dawn Randle spoke on this item. Dr. Randle stated we are looking at waiving student performance on the TADS teacher appraisal system for this school year. We want to look at comparative growth to see the impact it is going to have on teachers. So far, we have gone to instructional consultation, DAC and the principals meeting. Ms. Gloria Cavazos clarified that we will take off the student performance for the 2016-2017 school year. We will look to see what we can do for next year. We may be able to waive it again for next year, but we need to talk to TEA.</i>		
G.2	Consideration And Approval Of Teach For America Contract For The 2017-2018 School Year	HUMAN RESOURCES Gloria Cavazos
RESPONSE: <i>Mr. Jeff McCanna stated this item is basically the same thing we did last year with TFA. TFA is recruiting up to 100 TFA core members to have in their pool and our principals will have access to those teachers. If they choose to hire those teachers, they are responsible for the cost for two years. Depending on the type of teacher they are, for critical needs area teachers, it is \$5,000 per year, and if they are a regular certified teacher, it is \$3,000 a year.</i>		
J.1	Consideration And Approval Of Term Contract Employment Areas For Reduction In Force	LEGAL SERVICES Elneita Hutchins-Taylor
RESPONSE: <i>Ms. Erica Graham said the Reduction In Force (RIF items that has been taken to the Board for the past few years. The board item allows the Board to approve reduction in forces for certain teaching fields, as well as, all the schools in the district which are on this list. This way the principal's hands are not tied if you need to reduce or eliminate a teaching position. With the RIF policy, you do not need to go back to the board each and every time. This board item allows principals in the district, based on program change or budget, to perform a reduction in force of these particular teaching fields. This list is basically evolving as different positions have come up over the years. We worked extremely hard last year to make sure the RIFs were done fairly and according to policy. That we were not trying to shuffle low performers throughout the district. If we get to the point we cannot place somebody, we have to go to the TEA field hearing. The problem is we will lose, and we have to place them anyway if there is a vacancy in the district. Mr. Reiner stated that was fine, but they key words are fairness and equity. Ms. Graham agreed.</i>		
J.2	Consideration And Approval Of Continuing Contract Teaching Fields For Reduction In Force	LEGAL SERVICES Elneita Hutchins-Taylor
RESPONSE: <i>Erica Graham – same as J.1</i>		

HASA Item(s):

RESPONSE

HASA 1.	SCHOOL BUDGETS – What is the plan we are hearing rumors that the powers that be are attempting to move to a centralized plan.	Deputy Superintendent, Sam Sarabia
<p>RESPONSE: <i>Dr. Samuel Sarabia spoke on this concern. Dr. Sarabia explained that on Mr. Richard Carranza’s listening tour, the community was providing a lot of the feedback. They do not use the word centralization or decentralization. The thing that kept coming up time after time was, how is it principals are allowed to make very important decisions as to the types of programs we are having, whether we have an art teacher, whether we are doing away with a science lab. There are some basic needs every school should have. We had a team at every one of those sites capturing that kind of information and that was resounding.</i></p> <p><i>Dr. Sarabia reiterated the question, is there a move towards centralized planning? I would not say there was a complete centralization, because we firmly believe in a portfolio of school choice. I have been tasked with creating the plan for improvement required schools. When we start looking at different programs that exist, we are making a move towards let us not have so many different intervention programs, reading programs because of the high mobility of kids. We are beginning to see the fruits of our investment in the Literacy by 3 that wherever a child goes regardless of what part of town they move to, that child knows their goal. They know what their reading level is.</i></p> <p><i>Someone also asked about staffing. Dr. Sarabia also mentioned that we are in the middle of recapture, and there are a lot of conversations about that. We know principals want to know what their budget is, and are we going to a RIF. The trustees are also aware of we have to make some decisions and part of it is helped by a legislature that is not making a decision at this point in time. You are going to see an agenda item go forward, but it goes forward every year and that is in the event we have to go into a RIF. The trustees will ask, how do you have so many vacancies and how can you conduct a RIF, why can’t we absorb. We do find positions. The next question was, because it goes back to decentralization, are there schools in which you actually place a teacher and a principal does not have a choice. There are rare circumstances which happen most often in CTE when you close this auto mechanic position, and there is only one auto mechanic left at another school, and you have a vacancy and there has not been a performance, so the Board understood that. That is where we are with the centralization. Mr. Ray Reiner asked if they still use SDMCs at the campus. Dr. Sarabia answered yes. Mr. Reiner said the reason he brings this up is that many of those SDMCs are also a part of all the fundraising, the inner workings of the school. There are a lot of schools that receive monies. All of a sudden those people get phased out or do not have their two cents in there. The person that has to take the heat is the building principal. That is fine if there is a change, but there needs to be some discussions. As long as the SDMCs are involved.</i></p>		
HASA 2.	CAMPUS STAFFING – Same here rumors are beginning to spread about centralized staffing?	Deputy Superintendent, Sam Sarabia
<p>RESPONSE: <i>Sam Sarabia also spoke on this item. It has been widely advertised in many of our board meetings, every school should have a nurse and not have to share a nurse. There is conversation of what basic staffing should look like at every one of the schools. With social-emotional, trying to get a better grip on our disciplinary issues are obviously not working. So how do we do a better job providing support for our schools? The smaller schools are where we see them going further into I.R. and we must provide some centralized support. Mr. Reiner stated the district has struggled with the small school subsidies over the years.</i></p>		
HASA 3.	TRAVEL – Schools are given permission for and approval for travel and then meetings are being held and Principals are then told that their attendance is mandatory, thus having to cut travel short or not go at all and lose money that was spent previously.	Deputy Superintendent, Sam Sarabia
<p>RESPONSE: <i>Dr. Sarabia explained to the group – we have a principals meeting, we have a new superintendent, and we are trying to establish a new culture in which it is important and vital for everyone to be here. For TASA midwinter we, including the Superintendent, cut our trip short. We were all back early with one exception and those are our principals who are in the UT cohort because it is part of their doctoral studies. When we sign off on travel, the due diligence is for principals to know the monthly mandatory meetings are just that. Mr. Glass explained that is fine, the principals understand that. That was not communicated to the ones that had UT doctoral program that they could stay. Some of them decided to not go at all. So it is a communication thing that needs to take place. Dr. Sarabia noted the comment. What complicates it is that we have several</i></p>		

cohorts of UT. One of the cohorts was mandatory versus others were not. Dr. Sarabia communicated with the ones that were mandatory to be there. He personally took care of that.

HASA 4.

REORGANIZATION – The announcement was sudden, People feel that there was not an opportunity to apply for positions.

**Deputy Superintendent,
Sam Sarabia**

RESPONSE:

Dr. Sarabia continued the conversation with reorganization. We and HR have a hiring process. How many days the vacancy is posted, screening candidates that meets the job description, etc. We will re-advertise if needed. We went from five chiefs to seven to reduce the number of schools. Mr. Reiner asked if it is too early to discuss reorganization. Everybody gets a promotion. The SSO has no budget or staff to impact other than carry the work from the Monday meetings. We receive the calls. What are we go do. Dr. Sarabia stated that is why the SSOs were not moved around. They need to build a rapport with their principals.

Meeting adjourned at: 4:25 p.m.

AHSA Item(s):

RESPONSE

AHSA 1.

No items submitted

HAABSE Item(s):

RESPONSE

HAABSE 1.

No items submitted

Meeting:

Next Meeting: Tuesday, March 7, 2017, 4:00 p.m., **3SE36 (Superintendent's Large Conf. Room)** ***

*****Please note change in room location*****