

Administrative Consultation Meeting
November 8, 2011
AGENDA

In Attendance for the Administration

Ann Best, Human Resources
Connie Davis, HR Compensation Dept.
Brad Bailey, Benefits Dept.
Don Hilber, Research and Accountability
Elneita Hutchins-Taylor, Legal Dept.
Lupita Hinojosa, School Choice

Organization Representation

Ray Reiner, HASA
Lindsey Pollock, AHSA
Roslyn S. Vaughn, HAABSE

The meeting convened at 4:00 p.m. by Ann Best.

I. BOARD AGENDA ITEMS REQUIRING CONSULTATION

- D-3 APPROVAL TO ESTABLISH NEW MAGNET SCHOOLS IN THE HOUSTON INDEPENDENT SCHOOL DISTRICT EFFECTIVE FOR THE 2012-2013 SCHOOL YEAR - **Lupita Hinojosa**

Lupita Hinojosa presented this item to the group. She explained that this item requests that the Board of Education approve the establishment of new HISD Magnet schools. She explained that this was created as the board was looking at Magnet policy, but is not needed at this time. Mr. Reiner asked if the district plans to cut back to the magnet program. Ms. Hinojosa stated that they are not. Mr. Reiner asked if Magnet programs will continue pretty much as they are. Ms. Hinojosa responded that they will continue as they are and that they are already recruiting for next year. She said that the Board is just looking at policy.

This item was withdrawn from the agenda of the November Board Meeting

- D-6 AUTHORIZATION TO NEGOTIATE AND EXECUTE A CONTRACT WITH CONNECTIONS ACADEMY, LLC, FOR ELECTRONIC COURSE PROGRAMS FOR THE 2011-2012 SCHOOL YEAR FOR COMMUNITY SERVICES – **Richard Barajas**

This item request that the Board of Education authorize the superintendent of schools or a designee to negotiate and execute a contract with Connections Academy, LLC, for electronic course programs (eCPs) for Community Services.

Ms. Best informed the group that any questions regarding this item may be forwarded to Mr. Richard Barajas. Mr. Barajas was not able to attend this meeting.

- E-3 APPROVAL OF PERFORMANCE PAY MODEL FOR APOLLO 20 PRINCIPALS, SCHOOL IMPROVEMENT OFFICERS AND ACADEMIC PROGRAM MANAGERS FOR THE 2011-2012 SCHOOL YEAR - **Carla Stevens/ Don Hilber**

Mr. Don Hilber presented this item to the group. This item requests approval of performance pay model for Apollo 20 principals, school improvement officer and academic program managers for the 2011-2012 school years. Beginning with the 2010-2011 school year, HISD designated a number of campuses for the Apollo 20 program. These schools receive a number of distinct services to improve student performance, and each school has established specific long-term goals for those aspects of student performance that are most in need of improvement. Mr. Hilber explained that for the

current school year there are changes in several features. He said that the most noticeable one is that the performance pay model is being expanded to include not only principals, but also their school improvement officers and their academic program managers. He explained that performance pay is earned through a combination of meeting goals or making progress towards these goals in three strands – student attendance, student achievement, and student grade level performance for elementary and middle schools or graduation/promotion for high schools.

The second change is that the performance pay model now applies to all Apollo 20 schools including the elementary campuses. Mr. Reinter asked if assistant principals are included in the performance pay model. He was informed that at this time there is nothing in place for assistant principals. Ms. Best stated that they are not part of this performance pay model, but assistant principals continue to be eligible for the Aspire Award

Mr. Hilber explained that the third change is on some of the metrics which have been necessitated by the fact that we have a new testing scheme coming into play in 2011-2012. Primarily the fact that we are moving from TAKS test to STAAR test and adjustments had to be made accordingly

The last feature is that principals can earn a retention bonus if they remain in their schools for the 2012-2013 school year, and if they are not on an individual improvement plan. High School principals can earn \$10,000, middle school principals can earn \$5,000 and elementary school principals can earn \$3,000.

Mr. Reiner indicated that the process is difficult and not very clear.

E-5 APPROVAL OF AMENDED INCENTIVE PROGRAM METRICS FOR APOLLO 20 PRINCIPALS FOR 2010-2011 SCHOOL YEAR - **Carla Stevens/ Don Hilber**

Mr. Hilber presented this item to the group. Apollo 20 schools received a number of district services to improve student performance, and each school established specific long term goals for those aspects of student performance that are most in need of improvement. Principals have been awarded an amount if they met a target or if they met an intermediate point towards that target. The calculation of incentive pay using these benchmarks metrics was predicated on meeting discrete intermediate or target goals. However, it has been communicated to principals that attaining progress along a continuum would be considered in the calculation of the award payouts. The first purpose of this amendment is to revise the model to accommodate this linear method of incentive pay calculation. Neither the specific goals set nor the metrics on which they were based have been changed from the item approved by the Board of Education at its November 11, 2010, meeting. Principals at the nine secondary Apollo schools are eligible for this incentive which is tied to the program goals. This essentially would result in some of the principals being awarded more this year which is the end result of this model. The second purpose of this amendment is to add a \$5,000 bonus for each middle school principal retained for the 2011-2012 school year.

Mr. Reinter stated that more is good.

I-8 PROPOSED STAAR END-OF-COURSE ASSESSMENTS POLICY ADDITIONS TO BOARD POLICY EIA(LOCAL), ACADEMIC ACHIEVEMENT: GRADING/PROGRESS REPORTS TO PARENTS- SECOND READING - **Mark Smith**

Mark Smith presented this item to the group. He explained that it is a second reading of a policy change. He explained that one of the changes on the attachment under End of

Course Exam is that they crossed out the sentence that says “a student's first performance on an EOC assessment will count as a semester assessment and will impact grade point average”. He stated that at this time we do not know that to be true. He said that TEA sent more updates which included approximately 17 pages of FAQs on how STAAR will be administered. At this time, it's being reviewed for additional clarification.

Mr. Reiner asked if principals are being brought up to speed regarding these changes. Mr. Smith responded that High school principals are being brought in to review this policy approximately every three weeks. Mr. Reiner asked if registrars have been informed. Mr. Smith stated that registrars have not been informed, but they will ask principals to do that. Mr. Reiner asked that the district consider making registrars aware of these changes as soon as possible. Mr. Smith stated that they are aware and that this will require for people to become savvy pretty quickly.

II. HASA –

- HASA request information, clarification and discussion related to Board Policy Section DEB (LOCAL) REQUEST FOR LEGAL REPRESENTATION. (Elneita Hutchins-Taylor)

Mr. Reiner asked that if for a member who is being named in a lawsuit, the district is now requiring him to fill out a form. He asked if the district will have the option to file to get reimbursed and if this reimbursement is for outside counsel or reimbursement for in-house hours. Ms. Hutchins-Taylor explained that the district normally does not do that. She said that district employees need to sign the form to authorize them to represent them. She stated that the district is obligated by policy to represent them, but they can not do it if they do not give the authorization. She said that only if an employee did something that was an illegal act, a willful or wrongful act or omission, the district will not represent you.. Mr. Reiner asked if the district decided that they wanted to be reimbursed, if they can they do it. Ms. Hutchins-Taylor said that she is not aware that it has ever been done. Mr. Reiner would like to know when this board policy became effective. Ms. Hutchins-Taylor will find out and will provide that information. Mr. Reiner stated that in all his years in the district, he has never heard of this policy. Mr. Reiner stated that the HASA attorney will contact the Legal Office for further clarification.

- HASA requests information and discussion about Assistant Principal Salaries and work calendar schedules. (Connie Davis)

Mr. Reiner stated that some folks have been in an Assistant Principal position for a long period of time and they are comfortable in their jobs and do a good job, but they have not seen any pay raises for a long time. He stated that many of the Assistant Principals in the secondary levels are good assistant principals who handle discipline and take over many other duties. He is bringing this to the attention of the district so that when they start looking at the budget, the Assistant Principals are considered for a pay raise. Connie Davis responded that she has been asked to take a hard look to see how they can bring up their salaries. Ms. Davis stated that other districts have been giving hefty pay raises to their Assistant Principals. Mr. Reiner asked Connie Davis to come back sometime in the spring to provide an update on this request. Ms. Vaughn said that at the elementary level, they depend on their assistant principals. Ms. Pollock stated many career assistant principals

have a passion for their campuses and put long hours of work everyday. These are tremendous individuals who made a career decision to stay in that position.

- Communication, building support are still lacking. HASA has brought these concerns forward numerous times. HASA requests information related to what is being done to address to what is being done to address these very serious problems. Low morale is still an issue. (Ann Best)

Mr. Reiner stated that the issue of low morale continues throughout the district. He said that some administrators are in fear of losing their job. They are being called to file reviews, staff reviews, are pushed to get rid of teachers, etc. etc. He stated that the district needs to take into consideration that there are many 1st, 2nd and 3rd year principals who are overwhelmed with just being a principal. He said that these principals have a difficult job and they do not get the support they need. He stated that some of the SIOs are very talented, but they do not have assistance to provide more support. He said that the district has to change its mode of operation and must have a legitimate concern to support people. He said that the district is programming people for failure. He believes that the morale can somewhat be improved if a person goes to work and knows they will get support. He added that more support roles are needed.

Ms. Best said that the staff developing team is focusing on supporting principals in different ways. Mr. Reiner stated that you can give them all that support, but the person needs to receive support from their direct line administrator. Ms. Best stated that this is a conversation that we can have with the Chief School Officers. Mr. Reiner stated that Mr. Sarabia is a great administrator, but these people need direct support. Ms. Best will pass this information to the Chief School Officers.

Ms. Pollock stated that she has been giving a lot of thought of ways to say thank you to teachers and staff. She said that there are things that we can do as a district that do not cost money. She said that electronic greeting cards for birthday would be something the district could do at no cost. Another idea would be to find underwriters to recognize employees who are retiring and who dedicated their life to HISD. She said that simple things such as offering employees the opportunity to purchase a district spirit shirt. She said that we work for a great place and many wonderful things are happenings, but some people feel isolated. Ms. Vaughn agrees with ideas, and feels that the morale is a lot better this year. She said that the open line of communication demonstrated by Dr. Grier at the community conversations has given them a different feel. She is a principal mentor and feels that mentorship relationships are great. She said that the SIOs are doing a good job in matching principals for mentorship roles. Ms. Vaughn said that Mentorship program and someone there all the way to support makes all the difference in the world. Mr. Reiner said you can have all the mentor program, but these people need support from the direct line administrator. He stated that something needs to be done and it needs to start at the top. Ms. Best will share these ideas and concerns with the Chief School Officers.

- HASA requests information why different departments pull specific individuals out of their buildings, often without the Principals knowledge or consent. This is happening frequently and seems to circumvent an existing process to call meetings. Also consideration for

principals to remain in their buildings and called meetings not to last all day are a constant concern. (Ann Best)

Mr. Reiner said that there is process to calling meeting, but some departments are circumventing the system that the district has in place. Some departments are calling head of department and saying we are having this meeting and they are not going through the principals. In some cases, principals don't know anything about it. Mr. Reiner said that there is only one person in charge of a campus and that is the principal. Ms. Best said that this issue will be brought to the attention of the School Improvement Officers and of the Chief School Officers.

- HASA requests information related to HISD and Kelsey Seybold Clinic. Currently Aetna TRS and Kelsey are planning to end their relationship effective April 21, 2012. Both are continuing negotiations. Do any of their problems affect HISD Kelsey members?

(Brad Bailey)

Mr. Reiner stated that the concern is that this change is affecting HISD employees. Mr. Bailey said that this termination notice will affect all Aetna's clients. Mr. Reiner understands that there is a six month negotiations. He stated that in HISD there is a high percentage of people that use Kelsey. Mr. Bailey said that this is an issue that they have been aware of and they have been in discussion with Aetna. He stated that it affects approximately 20 percent of people in one way or another. He explained that the fee for service that Aetna pays to Kelsey Seybold services is significantly higher than they pay to others. Mr. Reiner said that one example would be on the flu shots. Last year, a flu shot at Kelsey was \$55 dollars, while Walgreens would do it for \$25. He found out that depending on which doctor or division you get the flu shot in, there is a different price within Kelsey. He said that they have a real game going. Mr. Bailey stated that there fees are approx. 60 percent higher than others, and they asked for an additional rate increase from Aetna and Aetna said no. Mr. Bailey explained that HISD has been informed that a notice of termination has been issued in the contract between Aetna and Kelsey-Seybold for Kelsey-Seybold's participation as an "in network" provider. This termination notice affects all of Aetna's clients. Unless a resolution between the two parties is made Kelsey-Seybold physicians will no longer be "in network" for Aetna Health Plans after April 21, 2012. Employees will be kept informed on any progress to the negotiations or change in place. Employees who may be impacted by the impending contract termination are asked to plan accordingly. Mr. Bailey said they are meeting with Aetna to discuss these issues and to look at our options. , Mr. Reiner would like for Mr. Bailey to come back in a couple of months and share information with the group. Mr. Bailey agreed to come back.

Ms Pollock said that this past year Kelsey stopped accepting new patients who were covered by the HISD plan. They were turning everyone away as of January when new benefits came into effect. She said that part of the reason for having only a 20 disruption is because they have not taken any new patients for this past year. She stated that one of the goals of the district is to keep good people. She said that benefits are a big part of that and to deny benefits to people who are performing well is a significant disruption. She said that this creates significant anxiety for affected staff. Ms. Pollock said that if this happens, the district should have a plan in place for employees and provide them assistance in establishing a relationship with new physicians.

III. HAABSE – No agenda items submitted

IV. AHSA – No agenda items submitted