



Instructional Consultation Meeting

AGENDA

April 26, 2022

Via Microsoft TEAMS

Agenda Review: May 5, 2022
 Board Meeting Date: May 12, 2022

Items Requiring Consultation: BOE REGULAR AGENDA

F-1	CERTIFICATION THAT THE DISTRICT'S INSTRUCTIONAL MATERIALS COVER ALL STATE STANDARDS IN THE REQUIRED CURRICULUM	ACADEMICS Dr. Shawn Bird
F-2	AUTHORITY TO NEGOTIATE AND EXECUTE CONTRACT WITH TEACH FOR AMERICA FOR THE DISTRICT'S SUMMER LEARNING PROGRAM	ACADEMICS Dr. Shawn Bird
G-1	AUTHORITY TO NEGOTIATE AND EXECUTE AN INTERLOCAL PARTNERSHIP AGREEMENT WITH PRAIRIE VIEW A&M UNIVERSITY FOR A MASTER OF EDUCATIONAL LEADERSHIP COHORT	TALENT Jeremy Grant-Skinner

HFT Items

HFT 1	<p>General Instruction</p> <p>a. Teachers with work visas have expressed concern that their visas have not been renewed on time due to inaccurate or misleading information from the district. ASK: HFT is asking for an audit of how work visas are being handled and how our members who hold them are being informed of their status.</p> <p>Response: Work authorization is the responsibility of the individual to maintain. Individuals are encouraged to start the renewal process approximately 5 months prior to the expiration date. Delays in paying for the renewal and/or filing the appropriate documents with the government will likely result in the employee not receiving an updated EAD or government response which may result in the employee not having work authorization. H1B visas are regularly renewed 5 months prior to expiration. At the same time, we have heard interest in improving processes and communication. For that reason, we have allocated significant ESSER funds to support internationally recruited employees and are assigning responsibility for visa processing and immigrant employee support to a new team within the Office of Talent, which focuses on recruitment (and retention).</p>	<p>TALENT Jeremy Grant-Skinner</p> <p>ACADEMICS Dr. Shawn Bird</p> <p>FINANCE Glenn Reed</p>
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b. Our members who serve as mentor teachers on their campuses have expressed concern about the lack of and/or the amount of financial incentives for serving as a mentor teacher. **QUESTION:** What financial incentives currently exist for campus mentor teachers (e.g. stipends, extra-duty pay, etc), and what other programs will be considered to maximize support for new teachers?

Response: The current Compensation Manual consists of the following stipends for mentor teachers. In addition to the following, for the 22/23 SY, Opportunity Culture will provide teachers the opportunity to earn an additional \$15,000-\$25,000 (depending on how many teachers they are coaching) if they become a Multi-Classroom Leader Teacher.

AP/IB Lead Teacher	\$2000
Beginning Teacher Campus Based Mentor	\$50 to \$1,200
Campus Induction Coach	\$50 to \$1,200
Emerging Teacher Leader	\$250 to \$2,000
Established Teacher Leader	\$500 to \$8,000
Expert Teacher Leader	\$2000 to \$12,000
Teacher Leader, Highly Effective Teacher	\$50 to \$5,000
Mentor of Non-Certified Educational Diagnosticians	\$1,500
Mentor-Speech Therapists	\$2,000
Mentor-Speech Therapists, Graduate Clinicians	\$500
Mentor-Speech Therapy Licensed Assistants	\$1,500/assistant

c. The district's annual audits note over the past five fiscal years (FY2017 to FY2021), salary expenditures have come under budget by a total of \$260 million, an average of \$52.6 million per year. This could have yielded a 4-5% annual wage increase for HISD educators in each of the last five years. **ASK:** To correct for past poor budgeting and the unnecessary padding of the general fund, HFT asks that teachers and staff receive a \$2,000 retroactive annual bonus for the past five years when they were employed by the district. In addition, HFT asks for a ten percent across-the-board raise on current salaries plus an immediate increase to paraprofessionals' hourly rate to at least \$15/hour.

Response: As a result of the district's internal review of past budgeting practices, supported by Alvarez & Marsal, we have already updated the way we annually project salary expenditures. Specifically, for FY 2022-2023, the current budget projections assume a \$60 million savings from the cost of salaries. As Chief Reed shared in a public session with the Board, this is *not* conservative (meaning it is a high estimate of this projected cost savings). Even with this cost savings built into the budget from the beginning, there is a projected continuation of the district's structural deficit. In the case of FY 2022-2023, this deficit is largely a result of building in \$82.7 million in salary increases – an investment that Superintendent House has stated we cannot afford *not* to make. The three-year compensation plan was developed by the district based partly on the information shared with the Board as early as March 3rd – that there was more than \$200 million in available fund balance to enable these increases in the next three years without forcing immediate, significant cuts to other parts of the budget and/or the number of employees the budget could fund.

- d. How much of the approximate \$300 million surplus will be spent on compensation for teachers and support staff? Is there a commitment to spend it all on compensation for teachers and support staff?

Response: Please refer to Budget Workshop #5 on April 21, 2022 [here](#) starting on slide 11. We have actually talked about excess fund balance going back to Budget Workshop #1 on March 3, 2022. This is not additional funding. If you look on slide 15 on the line "Ending Available Fund Balance" the district will be spending down these funds with the primary cost being compensation as you can see on the right hand side but also funding an structural deficit that will have to be addressed which starts on slide 18 of the Budget Workshop #5.

- e. ASK: HFT requests a breakdown of how the approximate \$300 million surplus will be spent.

Response: See response above.

- f. Diags and speech specialists have not received a pay raise in a while.
QUESTION: What is the plan to address their compensation?

Response: Evaluation Specialists (Diagnosticians) and Licensed Specialists in School Psychology (LSSP) are all on the Teacher Pay Table plus \$3,000. Speech Therapists are on the Teacher Pay Table. They have all continued to receive increases with the Teachers.

- g. ASK: Because the TEA Commissioner's Rules Concerning Educator Appraisal (Chapter 150) recommend that under a locally adopted teacher appraisal system if calculating a single overall summative appraisal score for teachers, the performance of teachers' students must count for at least 20% of a teacher's summative score, HFT requests that the proposed weight for student growth be no more than the minimum of 20%.

Response: Student performance in the future T-TESS implementation will have a weight of 40%. This was informed by the teacher and technical committees and reflects the district's interest in balancing multiple components in the teacher evaluation. However, for SY 2022-23 – the launch year for T-TESS, a single summative appraisal score will not be calculated as part of the transition process. Therefore, weights will not be implemented until SY 2023-2024.

- h. **QUESTION:** Are student perception surveys going to be incorporated next year as part of a teacher's summative score? If so, will student perception surveys also be incorporated as part of an administrator's summative score?

Response: The district will not use student perception surveys for evaluative purposes in SY 2022-23, but will begin using them for non-evaluative purposes. Then, the district does intend to transition to use student perception surveys as part of its teacher evaluation system SY 2023-2024.

- i. **QUESTION:** When is the HISD New Teacher Orientation? Where will it be held? Can we get the sponsorship information sent to us?

Response: New Teacher YOU-niversity begins with the New Teacher Convocation on July 25th and culminates on August 4 for Campus Orientation. There are numerous learning opportunities available throughout the two weeks. The Kickoff will be at Delmar. HFT will be a platinum or diamond sponsor.

<p>HFT 2</p>	<p>Nurses</p> <p>a. ASK: HFT asks for clarification for 10 month nurses working summer school. Some nurses are being told that they will be working 10 hours a day 4 days a week during summer school.</p> <p>b. QUESTION: What are the days, duty times, pay, and stipends/bonuses for 10 month nurses working summer school?</p> <p>Response: 10 Month Nurses' Summer School duty schedule includes a maximum of 8 hours per day, with a 30 minutes lunch break Monday-Thursdays. The hourly pay is \$40/hour, and the Summer School Stipend is \$800 for the whole Summer School session (conditional to the employee attending all days; otherwise, any missed days will trigger a deduction from said stipend). If campus principals are asking nurses for additional time, that time is not considered Summer School duty, and campuses will have to cover any additional time based on compensation guidelines.</p> <p>c. From HMS newsletter: "Nurses, please input COVID-19 student vaccination records into Health Office Anywhere Nurses can earn extra-duty pay with a maximum of 16 hours for the purpose of the COVID vaccination data entry. To earn extra-duty pay: data entry must be completed outside of regular duty hours. The pay is NOT retroactive for previous time spent inputting data." Many nurses have spent countless hours (more than 16) requesting immunization records from parents, copying cards, entering the dates, and accessing ImmTrac2 to enter non-required COVID vaccination data. HMS should have requested this earlier so that all nurses had the same opportunity to receive extra duty pay. ASK: This extra-duty pay should be retroactive for previous time spent inputting data because of the missed opportunities due to late announcement.</p> <p>Response: Nurses that have completed the upload of the COVID-19 vaccination information by the deadline provided will be compensated with the extra-duty pay amount shared for this ask.</p>	<p>ACADEMICS Dr. Shawn Bird</p>
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<p>HFT 3</p>	<p>Paraprofessionals</p> <p>a. ASK: HFT asks that the hourly rate increase to \$15 an hour take effect immediately in the 2022-2023 academic year.</p> <p>Response: We have shared a three-year compensation plan that increases the minimum wage to \$15 in 2024, at which time the minimum wage rate for any <i>current</i> employees will be \$15.30 per hour.</p> <p>b. According to internal HFT surveys and focus group conversations, veteran paraprofessionals are struggling to reach the highest possible pay range and are frozen at a moderate level. QUESTION: What steps can the district take to ensure veteran paraprofessionals (with over 10 years of experience with the district) are not overlooked with respect to just compensation relative to years served?</p> <p>Response: Years of experience in compensation policies, and formula apply to all employees in the district. In the last four years paraprofessionals have received up to a 40% increase in compensation. In the 21/22 SY, Teaching Assistants that provided Special Education support received a \$1,000 ESSER Stipend. In addition, Teaching Assistants will have the opportunity to apply for Reach Associate positions in Opportunity Culture schools and receive an additional \$3,000 stipend. The district is also working on a grow your own program to provide a pathway for our experienced Teaching Assistants to get their college degree and work towards becoming a teacher.</p> <p>c. QUESTION: How soon can HFT paraprofessional representatives participate in TIA conversations in order to explore potential stipends for paras?</p> <p>Response: Statutory requirements require that 90% of TIA dollars generated by eligible teachers be used for teacher compensation at the teacher's campus. As we work to develop a TIA application in the fall and winter of SY 2022-2023, we will explore how we could utilize some TIA funds for paraprofessionals. Additionally, the district is exploring other ways to ensure paraprofessionals receive competitive compensation, including through a revamped compensation plan and initiatives such as Opportunity Culture.</p>	<p>TALENT Jeremy Grant-Skinner</p>
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<p>HFT 4</p>	<p>Special Education</p> <p>a. With a potential deadline soon approaching to complete Extended School Year (ESY) tasks, information has been sparse (e.g. Absence of Academic Service Memos and no emails). QUESTION: What is the process for ESY and how soon can those details be disseminated to teachers and staff? What steps are being taken to ensure this information is pushed out in more effective ways in the future?</p> <p>Response: The process for ESY was posted in January 2022 as an ASM. Guidance to Department Chairpersons on the process was provided to Department Chairpersons on February 24, 2022. Additional information is forthcoming regarding ESY Staffing, ESY Orientation, ESY Check-in/Closeout and ESY Transportation.</p> <p>We are closely aligning to the district summer school program, so the majority of communication is coming from the general summer school meetings, ASMs, and trainings.</p> <p>b. Similar to previous concerns regarding ESY tasks, teachers have received sparse information with respect to promotions and placements. QUESTION: What are the placement processes and guidance for unique scenarios (e.g. Where to send students if receiving campus does not have BSC or what is the process when a student ages out of or exits a program)?</p> <p>Response: The promotion and place decisions are being made now. Our process is attached. Final information is being reviewed and vetted. Senior managers will share drafts with schools' offices in the next week.</p>	<p>ACADEMICS Dr. Shawn Bird</p>
<p>Next Meeting: May 26, 2022</p>		