



## Instructional Consultation Meeting

### AGENDA

May 25, 2022

Via Microsoft TEAMS

Agenda Review: June 2, 2022  
Board Meeting Date: June 9, 2022

#### Items Requiring Consultation: BOE REGULAR AGENDA

A.2	<b>APPROVAL OF THE 2022–2023 RECOMMENDED BUDGET</b>	<b>FINANCE</b> Glenn Reed
F.2	<b>AUTHORITY TO NEGOTIATE AND EXECUTE THE REGION 4 REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF SHARED SERVICES ARRANGEMENT AGREEMENT WITH REGION 4 EDUCATION SERVICE CENTER: PASADENA, DEER PARK, AND KLEIN INDEPENDENT SCHOOL DISTRICTS; AND BLOOM ACADEMY FOR THE 2022–2023 SCHOOL YEAR</b>	<b>ACADEMICS</b> Dr. Shawn Bird
F.3	<b>AUTHORITY TO NEGOTIATE AND EXECUTE AGREEMENTS AND/OR INTERLOCAL MEMORANDUMS OF UNDERSTANDING WITH COMMUNITY AGENCIES, RESIDENTIAL FACILITIES, AND EDUCATIONAL SERVICE PROVIDERS FOR APPRAISAL, RELATED, INSTRUCTIONAL, AND/OR CONSULTANT SERVICES FOR STUDENTS WITH DISABILITIES FOR SCHOOL YEAR 2022–2023</b>	<b>ACADEMICS</b> Dr. Shawn Bird
F.4	<b>AUTHORITY TO AMEND AN INTERLOCAL AGREEMENT WITH HOUSTON COMMUNITY COLLEGE AND APPROVAL OF THE RATIFICATION OF EXPENDITURES FOR DUAL CREDIT CLASSES</b>	<b>ACADEMICS</b> Dr. Shawn Bird
F.5	<b>AUTHORITY TO NEGOTIATE AND EXECUTE INTERLOCAL AGREEMENT RENEWAL WITH HOUSTON COMMUNITY COLLEGE FOR DUAL CREDIT COURSE OFFERINGS TO HOUSTON INDEPENDENT SCHOOL DISTRICT STUDENTS</b>	<b>ACADEMICS</b> Dr. Shawn Bird
F.6	<b>AUTHORITY TO RENEW INTERLOCAL PARTNERSHIP AGREEMENT WITH THE UNIVERSITY OF TEXAS AT AUSTIN ONRAMPS FOR DUAL ENROLLMENT COURSE OFFERINGS</b>	<b>ACADEMICS</b> Dr. Shawn Bird
F.7	<b>AUTHORITY TO ESTABLISH THE INNOVATIVE COURSE PATHCOLLEGE/CAREER I TO SUPPORT DUAL CREDIT PROGRAM IN HOUSTON INDEPENDENT SCHOOL DISTRICT</b>	<b>ACADEMICS</b> Dr. Shawn Bird
F.8	<b>APPROVAL OF 2021–2022 WAIVER REQUESTS FROM SCHOOL GUIDELINES, APPROVAL TO SUBMIT WAIVER REQUESTS FROM STATE POLICY, APPROVAL TO SUBMIT WAIVERS FOR LOW ATTENDANCE AND MISSED SCHOOL DAYS FOR 2021–2022</b>	<b>ACADEMICS</b> Dr. Shawn Bird
G.1	<b>ADOPTION OF RESOLUTION TO OBSERVE JUNETEENTH HOLIDAY</b>	<b>TALENT</b> Jeremy Grant-Skinner
G.2	<b>APPROVAL OF THE PROPOSED 2022–2023 LOCAL CALENDAR FOR THE TEXAS TEACHER EVALUATION AND SUPPORT SYSTEM</b>	<b>TALENT</b> Jeremy Grant-Skinner Lisa Reagins
G.3	<b>APPROVAL OF THE PROPOSED 2022–2023 LOCAL CALENDAR FOR THE CENTRAL OFFICE AND CAMPUS-BASED NON-TEACHER APPRAISAL SYSTEM</b>	<b>TALENT</b> Jeremy Grant-Skinner Lisa Reagins

G.4	APPROVAL OF THE PROPOSED 2022–2023 LOCAL CALENDAR FOR THE PRINCIPAL SUPERVISOR APPRAISAL SYSTEM	TALENT Jeremy Grant-Skinner Lisa Reagins
G.5	APPROVAL OF THE PROPOSED 2022–2023 LOCAL CALENDAR FOR THE SCHOOL LEADER APPRAISAL SYSTEM	TALENT Jeremy Grant-Skinner Lisa Reagins
<b>ADMINISTRATIVE ITEMS</b>		
DP2 REGULATION- SELECTION OF PRINCIPALS		SCHOOLS OFFICE Dr. Denise Watts
DC14 REGULATION- EMPLOYMENT PRACTICES		TALENT Jeremy Grant-Skinner
UPDATE ON HEALTH INSURANCE PREMIUMS FOR CALENDAR YEAR 2023		TALENT Jeremy Grant-Skinner
<b>HFT ITEMS</b>		
HFT 1a	<u>General Instructional</u>	
TALENT	<p>a. RISE Strong: Campus transfers of non-selected teachers who are currently working on RISE Strong campuses</p> <p><b><u>WRITTEN RESPONSES:</u></b></p> <p>i. <b>QUESTION:</b> Who in the Office of Talent will decide which campus non-selected teachers who are currently working on a RISE Strong campus will be assigned?</p> <ul style="list-style-type: none"> <li>The Assistant Superintendents for the six area school offices, in collaboration with the school principals, identified teacher vacancies across HISD that aligned to the certification area(s) of each of the impacted employees.</li> </ul> <p>ii. <b>QUESTION:</b> By when will non-selected teachers currently working on a RISE Strong campus be informed of their newly assigned campus options or will non-selected teachers be offered options?</p> <ul style="list-style-type: none"> <li>Placement assignments have already been made and the Transformation Area Schools Office has tentatively scheduled notification meetings for both Wednesday, May 25 and Thursday, May 26, 2022.</li> </ul> <p>iii. <b>QUESTION:</b> When will non-selected teachers currently working on a RISE Strong campus be provided with written confirmation with substantiating evidence that justifies their non-selection? When will they receive copies of their feedback from classroom observations related to the screening process?</p> <ul style="list-style-type: none"> <li>This information has been provided upon request on an individual basis to each employee that has requested the information.</li> </ul>	

<p><b>HFT 1b</b> <b>TALENT</b></p>	<p>b. Covid Paid Sick Leave: An employee at Carnegie Vanguard HS discovered he had Covid in the afternoon after the school nurse recognized the symptoms and the employee left campus immediately. When he claimed Covid paid sick leave for the half-day on campus, he was rejected.</p> <p>i. <b>QUESTION:</b> Are employees only permitted to claim Covid Paid Sick Leave for a full day instead of a partial day?</p> <p><b>WRITTEN RESPONSE:</b></p> <p>On January 7, 2021, the Board adopted a resolution extending certain leave benefits provided by the Families First Coronavirus Response Act (FFCRA), which expired December 31, 2020; I have attached the Board resolution for reference. Since the adoption of this resolution, HISD has continued to follow the guidelines set forth by the FFCRA.</p> <p>Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work (<b>or unable to telework</b>) due to a need for leave because the employee:</p> <ol style="list-style-type: none"> <li>1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;</li> <li>2. has been advised by a health care provider to self-quarantine related to COVID-19;</li> <li>3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;</li> <li>4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);</li> <li>5. is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or</li> <li>6. is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.</li> </ol> <p><b>The abovementioned resolution extended Covid leave for reasons 1-3.</b></p> <p>Per the Department of Labor's Q&amp;A page for FFCRA, unless you are teleworking, paid sick leave for qualifying reasons related to COVID-19 must be taken in full-day increments (<a href="https://www.dol.gov/agencies/whd/pandemic/ffcra-questions#:~:text=It%20depends%20on%20why%20you,Health%20and%20Human%20Services,question%20#21">https://www.dol.gov/agencies/whd/pandemic/ffcra-questions#:~:text=It%20depends%20on%20why%20you,Health%20and%20Human%20Services,question #21</a>).</p>
<p><b>HFT 1c</b> <b>TALENT</b></p>	<p>c. Teacher Evaluation and TIA</p> <p>i. <b>QUESTION:</b> When will HFT be invited to participate again in T-TESS/TIA special consultation meetings since Dr. Bryantt is no longer with the district?</p> <p>ii. <b>QUESTION:</b> Will the district seek vendors for the proposed student perception surveys or design the student perception surveys in-house?</p> <p><b>WRITTEN RESPONSE:</b></p> <p>We anticipate working with a vendor. Currently, we already contract with Panorama to conduct student perception surveys for the purpose of gathering information about student experiences related to social and emotional learning, and we are exploring other uses of Panorama surveys.</p>
<p><b>HFT 1d</b> <b>TALENT</b></p>	<p>d. As surrounding school districts finalize their compensation packages, HFT is concerned that HISD's compensation package may not be as competitive to retain or attract teachers and support staff and HFT still holds its position that a 10% salary increase would be the strongest option.</p> <p>i. <b>QUESTION:</b> Are there any changes being considered by the district to further improve its compensation package?</p> <p><b>WRITTEN RESPONSE:</b></p> <p>We are curious if HFT has seen any nearby districts that have published a full teacher salary schedule, as we did in February. Aligned with our interest in recruiting and retaining excellent teachers, our proposed compensation plan upgrades the teacher salary schedule in key places. For example, HISD's teacher salary schedule, under the three-year compensation plan presented to the Board months ago, includes \$3,000 of step increases between Step 0 and Step 5 and \$6,000 of step increases between Step 0 and Step 10 – which are significant improvements over the current HISD teacher salary schedule <i>and</i> almost all neighboring districts' step increases. We will discuss the compensation plan more during the consultation meeting.</p>

HFT 1e  
Schools  
Office

e. DAEP: Houston ISD has decided to add the Senior High portion of Secondary DAEP to Harper DAEP. Currently, Harper DAEP houses only special education students in BSC. The reason is to allow the students in SPED to be able to participate in some general education classes and follow the "Least Restrictive" environment protocol. This course of action has been agreed to by the state's SPED conservator for Houston ISD. On Friday, May 6, 2022, at an emergency faculty meeting, the assistant superintendent Cesar Martinez informed the faculty and staff of Secondary DAEP that many of them will be moved to Harper DAEP in the school year 2022-2023. The question was asked if Houston ISD had communicated its intentions to the parents, students and community of Harper DAEP and Cesar Martinez responded, "Not as of yet". HFT President Jackie Anderson forwarded the following questions to Chief Grant-Skinner on May 9 and has yet to receive a response. HFT is submitting these questions once more via Consultation.

**WRITTEN RESPONSES:**

- i. **QUESTION:** Why was the nature of the meeting not disclosed earlier to allow teachers the opportunity to have union representation?
  - The meetings at both Harper DAEP and the Secondary DAEP were internal staff meetings.
- ii. **QUESTION:** Why were the teachers at Secondary DAEP told one week before the deadline to transfer?
  - All Harper DAEP and Secondary DAEP teachers still have the opportunity to transfer via the administrative transfer process.
- iii. **QUESTION:** Have the parents at Harper DAEP been told about the change?
  - The parents of all students who will be starting the 22-23 school year at either Harper DAEP or the Secondary DAEP will be notified before the end of this school year.
- iv. **QUESTION:** If the job placement is not acceptable, will teachers be placed on the Reduction In Force list?
  - No, all Harper DAEP and Secondary DAEP teachers still have the opportunity to transfer via the administrative transfer process.
- v. **QUESTION:** Will the teachers be allowed more time to decide their placement if they choose not to work at Harper DAEP?
  - All Harper DAEP and Secondary DAEP teachers still have the opportunity to transfer via the administrative transfer process.
- vi. **QUESTION:** What protocols will be followed if a student with an IEP has exhausted his/her 10 days and gets into a fight and can't be disciplined further?
  - Discipline for students with disabilities must be followed as outlined in the district's Code of Student Conduct and in accordance with all federal, state, and local regulations. A Manifestation Determination Review (MDR) meeting must be held any time the cumulative suspensions reach 10 days or more for the year. If the behavior is not a manifestation of the student's disability, the student is then referred to the Discipline Committee for a determination of consequence.
- vii. **QUESTION:** What protocols will be followed if a teacher invokes Chapter 37 against a student with an IEP?
  - Disciplinary options under Alternative II must be followed as outlined in the district's Code of Student Conduct and in accordance with federal, state, and local regulations. If a teacher invokes Chapter 37, the principal may refer the student to the Campus Placement Review Committee for a determination as to placement.

	<p>viii. <b>QUESTION:</b> How many police officers will be on campus?</p> <ul style="list-style-type: none"> <li>Both Harper DAEP and the Secondary DAEP will each receive a minimum of one police officer. However, staffing decisions are still being made based on the needs of both campuses. Safety and security remain a top priority.</li> </ul> <p>ix. <b>QUESTION:</b> How many assistant principals will be present?</p> <ul style="list-style-type: none"> <li>Both Harper DAEP and the Secondary DAEP will each receive a minimum of two assistant principals. However, staffing decisions are still being made based on the needs of both campuses. Safety and security remain a top priority.</li> </ul> <p>x. <b>QUESTION:</b> Will a nurse be assigned to the new school?</p> <ul style="list-style-type: none"> <li>Yes, both Harper DAEP and the Secondary DAEP will each receive one nurse.</li> </ul> <p>xi. <b>QUESTION:</b> Will the district consider stipends for teachers and staff who choose to be assigned to DAEP?</p> <ul style="list-style-type: none"> <li>Based on certification and assignment, certain teachers (i.e. special education) are still eligible to receive stipends. However, the request for general DAEP stipends has been shared with the Compensation Dept. for consideration.</li> </ul>
<p><b>HFT 2</b></p> <p>Academics</p>	<p><u>Nurses</u></p> <p>a. During STAAR testing weeks, nurses have been asked to leave campus to submit reports that were not mandated by HMS.</p> <p><b>ASK:</b> HFT requests improved communications prior to the next STAAR testing weeks with respect to nurses' duties during said weeks.</p> <p><b>WRITTEN RESPONSE:</b> Thank you for the suggestion. We will work to ensure nurses are in alignment with next year's testing weeks.</p>
<p><b>HFT3</b></p> <p>Talent</p>	<p><u>Paraprofessionals</u></p> <p>a. Some Paras may not want to explore the pathway to being a certified educator. <b>QUESTION:</b> How will Paras who choose to remain in their position be compensated competitively?</p> <p><b>PROPOSAL:</b> HFT proposes raising pay and compensating Paras for completing professional development sessions.</p> <p><b>WRITTEN RESPONSE:</b>  We have shared examples of paraprofessional pay increases under the three-year compensation plan in prior consultation meetings. We will discuss the compensation plan more during the consultation meeting.</p>
<p><b>HFT 4</b></p> <p>Talent</p>	<p><b>QUESTION:</b> When does 40 in 4 begin?</p> <p><b>WRITTEN RESPONSE:</b>  The first week of 40 in 4 is the week of June 20 – 24, 2022, meaning the first Friday on which the district will be closed is Friday, June 24.</p>
<p><b>HFT 5</b></p> <p>Talent</p>	<p><b>QUESTION:</b> When and where is NTO?</p> <p><b>WRITTEN RESPONSE:</b>  This year's new teacher orientation will begin on July 25<sup>th</sup> at Delmar Fieldhouse.</p>
<p><b>Next Meeting: July 28, 2022</b></p>	