HOUSTON FEDERATION OF TEACHERS

Consultation Report

August 2, 2018

HFT Items

1. **Salary Schedules for the 2018-2019 School Year (District: G-1)**

The Federation finds unacceptable the proposals to freeze salaries at their current levels. We have understood that the salary schedule would not be improved but teachers need to be given the experience step if they are eligible for one. As of the resignation date of July 13, 2018 there was no notice given to employees that they would not be receiving the step increase, and many made their decision to stay in HISD based in the only salary schedule available to them. To freeze salaries after the resignation date is certainly a breech of faith and quite possibly a breach of contract

**District Response:**

*This item was mentioned during G-1 discussion. All are in agreement for extra money for teachers.*

1. **Opening of the School Year Memo**

August is a good month to remind principals of the basic rules governing employees. HFT requests the district issues to all principals a memorandum outlining these rules and procedures similar to the one issued last year.

**District Response:**

*The administrationt stated that the memo will emailed to principals and discussed at principals’ meetings. HFT pointed out that some principals are already requiring meetings up to three times a week during planning periods.*

**3. Schedule of Meetings**

HFT voiced a concern that Agenda Review is taking place before Consultation and we need to be given the chance to work together on things before involving trustees, for items not ready to go to Board. The administration agreed, and stated that the schedule would be looked at, reviewed and adjusted.

**District Items:**

**Item D-1: AUTHORITY TO RENEW PARTNERSHIPS WITH AVANCE-HOUSTON, INC.; GULF COAST COMMUNITY SERVICES ASSOCIATION; HARRIS COUNTY DEPARTMENT OF EDUCATION; AND BAKER RIPLEY, FOR HEAD START PREKINDERGARTEN COLLABORATIVE PROGRAMS**

*HFT questioned if the benefit of these contracts justified the cost of the contracts.*

**I-5: APPROVAL OF PLAN YEAR 2019 EMPLOYEE MEDICAL PROGRAM**

*The administration addressed this item by stating the district is picking up the cost increase for the 2019 Medical Plan, some employees will not have a rate increase. The benefits are virtually the same, there is a slight increase in medicine cost because it is a flat copay amount.*

*HFT thanked the district for figuring out a way of not having a premium increase this year. We are trying to engage Cigna more with the membership and to invite them out to our meetings. Some employees are saying they see their doctor in the book but somehow are not accepted in the system as their doctor. Is there somewhere we can direct them to?*

*The administration replied, yes, we do have some onsite people, and we can meet in person in a couple of months due to working with new consultants. Also, we are aware there are some challenges in the network system and many have been fixed. But yes, they need to be able to see the network and know which doctors are in or out of the network, and we are working on that.*

**I.6: APPROVAL OF 2019 VOLUNTARY BENEFIT PLANS AND EMPLOYEE ASSISTANCE PROGRAM**

 *The district stated there are really no changes for 2019, but we do have a rate change for the dental plans dental PPO & dental HMO. We are in the 4the year of the 5-year contract. Discount dental rates and all other plans rates are staying in the same*.

**ASSISTANCE PROGRAM**

 **APPROVAL OF TARGETED ELEMENTS FOR YEAR 1 IMPROVEMENT REQUIRED CAMPUSES**

 **Item E-2:**

 **APPROVAL OF TARGETED ELEMENTS FOR YEAR 2 IMPROVEMENT REQUIRED CAMPUSES**

 **Item E-3:**

 **APPROVAL OF TARGETED ELEMENTS FOR YEAR 3-8 IMPROVEMENT REQUIRED CAMPUSES**

 **Item E-4:**

 APPROVAL OF REVISED TURNAROUND IMPLEMENTATION PLAN FOR KASHMERE HIGH SCHOOL AS REQUIRED BY THE TEXAS EDUCATION AGENCY

 Item K- 1

 PROPOSED ESTABLISHMENT OF BOARD POLICY FFC(LOCAL), STUDENT WELFARE: STUDENT SUPPORT SERVICES – FIRST READING

(Agenda Items Attached)