HOUSTON FEDERATION OF TEACHERS

Consultation Report

August 2, 2018

HFT Items

1. **Compensation Table – 18-19 Placement Table (Other)**

Since the Board of Trustees adopted the *2018-2019 Compensation Manual* a new Compensation Placement Table, *18-19 Placement Table (OTHER)* has been added. This table has never been brought into Instructional Consultation nor was it included in the Compensation Manual passed by the board at their August meeting. This new table includes positions that were included in the teacher compensation table that was passed by the board in August and denies these positions step increases. The Federation considers the insertion of “*OTHER”* as a non-board approved addition to the compensation manual. We formally request the administration remove the “*OTHER”* salary schedule and honor the amendment made by Trustee Santos which was to keep the teacher salary schedule identical to the 2017-2018 schedule which included nurses, librarians SPED Chairs, Literacy Coaches, Dyslexia Interventionists, Registrars, Speech Therapists, and Teacher Specialists.

**District Response:**

*The administration maintains the language of the amendment passed on August 9, 2018 requires the removal of the positions from the teacher schedule and added to the new “Other” schedule. HFT voiced strong opposition to that interpretation.*

1. **Required After School Duty**

We are seeing more and more schools scheduling events after the school day or on weekends that

 require or have an expectation that teachers to be in attendance. We can find nothing in policy that

 allows requiring teachers to attend any event outside their 7 hour and 45-minute workday and

 187-day contract year. We request that school administrators be reminded of the defined

 work day and defined contract year.

 **District Response:**

 *The administration assured that this would be addressed in the upcoming Principal's*

 *Meeting, but also would need to know individual school names to further address the*

 *concern. HFT wants to know that there will be a consequence for violating the teacher's*

 *contract, will it get fixed or will they have to file an individual dispute for each. The*

 *administration reiterated that we need to have documentation of a violation and cannot give a consequence if we are not aware of a violation.*

The district response indicates that HISD central administration is unwilling to regularly

 Monitor this situation to ensure compliance by their principals. It is therefore essential that these violations be reported to HFT.

**3. What schools & Positions will receive the Achieve 180 Stipends?**

May we have a list of all Achieve 180 schools? What positions inside those schools are eligible for

 those stipends and what are the criteria for receiving those stipends.

 *The administration addressed this question by stating we will email HFT the letter no later*

 *Than Tuesday Sept. 4, as it has just gone out to teachers on Aug. 30-31, and we want to*

 *make sure they get it first. The letter indicates the name of the schools. It was confirmed*

 *the letter is an agreement, not a contract.*

**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)