

CVHS SDMC Meeting Minutes

VOL. 18, ISSUE III

JANUARY 14, 2020

MEMBERS:

Tanzeela Aziz (Parent)

Susan Barnes
(Community Member)

Marcello Frau
(Special Ed. Appointee)

Erica Harris (Teacher)

Christina Hernandez
(Non-instructional Staff)

* absent

J. J. Lassberg (Parent)

Melissa Matsu
(School-based Professional)

Ramon Moss (Principal)

Colleen Schmidt
(Teacher)

MINUTES

TAKEN BY:

Erica Harris

Melissa Matsu

MINUTES

PUBLISHED BY:

Ramon Moss

Topics Covered:

The meeting commenced at 8:05 AM.

Ms. Harris proposes a transparent extra duty pay schedule to be codified and systemized for faculty members (see attached) with the goal of taking the guesswork out of what is and isn't compensated and how much to expect.

Community and parent representatives are supportive. Administration is receptive and would like more concrete monetary figures to incorporate into the 2020-2021 fall budget as well as parameters more clearly outlined.

Mr. Moss mentioned the need to consider the change in budgets from year-to-year in terms of longevity, recurring costs, and equity. Budgeting for the fall for extra duty pay costs will be easier than budgeting in the spring.

Ms. Harris suggests we budget for an approx. figure that would recur yearly.

There is discussion of:

- 1) what qualifies as being "extra duty,"
- 2) what should be prioritized in terms of receiving extra duty pay,
- 3) how should events/extra duties be claimed or reported, and how far in advance.

Mrs. Aziz asks whether this would provide incentive to teachers to take on or to continue doing extra duty.

Ms. Harris responds, "Most definitely. We are combating serious teacher burnout, and to sustain the program we have, this would be beneficial."

Ms. Lassberg asks if there other campuses with similar extra duty pay schedules outlined that can be used as a starting point so as to not start from scratch?

Matsu explains that we need a campuses that don't necessarily have a lot of Title 1 funds at their disposal, since we don't have them.



Members of alumni return to provide insight regarding experiences in high school and their preparedness for college.

Dr. Barnes asks, "Is there a way other teachers can help with this endeavor—a small committee of teachers to help get this information and hammer out details?" Harris: Yes.

Proposed next steps:

- 1) Form a subcommittee that details the annual recurring extra duty pay
- 2) Create an anticipated budget of costs by surveying teachers performing roles outside of regular duty and approx. time (multiplied by extra duty pay hourly rate).
- 3) Reference HISD's compensation manual for roles eligible for a stipend.
- 4) Research which funds can be shifted to cover extra duty pay. For example, can department fund allocations be used to cover extra duty pay (in lieu of materials can departments use those monies on personnel's extra duties)?
- 5) Research other ways to compensate other than funding (ie: comp time, etc).
- 6) Coordinate with Ms. Hernandez/Ms. Wilson and an administrator during these meetings.

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(continued):

There is recognition of a need to improve mental health on campus.

Ms. Harris mentions that Ms. Lee is conducting a survey on mental health in her journalism class which is producing an article/story on the issue. We can use this information to help get a better picture of the unique needs of our students/campus.

Dr. Barnes gives insightful information about Communities in Schools. She is a board member of CIS, and Matsu is a non-voting board member.

There is interest from SDMC in speaking with wellness center coordinators in order to get an idea of what programs we could potentially implement.

The following are program components at Stafford High School and Memorial High School:

- a) Mental health specialist
- b) Wellness Counselor at Memorial High via Communities in the Schools (self-funded through the campuses)
- c) Lamar HS: Mental health initiative d) Student Support Managers
- e) Funding through PTOs and then eventually, the CIS came in.
- f) Lamar: variety of groups/meetings that CIS facilitates to provide student support
- g) CIS also offers whole-school counseling with a menu of programs that can be tailored to best fit the students' needs
- h) Communicating with CIS, starting point of mental health support for students on campus.
- i) CIS partners with other community members; yearly subscription to services
- j) Variety of programs rather than just a single person
- k) National Initiative, but Houston has its largest chapter.



Pictured above is a small sample of faculty, staff, and students getting in the festive winter mood.



A good time was had by all who attended our Jewish Student Union's Hanukkah bash!

Future meetings: Mar 10 and May 12.



Meeting adjourned at 8:44 am.

Our yearbook staff asks, "Have you placed your order?" Supplies are limited! Please see Mrs. Cindy Schulze in the library to purchase a yearbook or sweatshirt.