

## KCAA CSC Notes 18/19

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### January 24, 2019

Present: Aurora Venhuizen, Ericka Granish, Julie Waugh, Heather Walton, Maria Elizondo-Rios, Peter Castillo, Danielle Givens, Angela Alfaro, Diane Major

How did we get the \$2,000 bounce?

Accountability for .6 position

Ultimately did get to a point to balance that number

Pete explains how the consideration groups will work and that all teachers have selected the group that they will be part of. Those teachers can either self select or choose to interview.

Aurora V. - Teachers are wondering when things are going to be sent out to staff.

Heather - I needed to have the CSC meeting finished and then I will send that information out to staff.

Pete - We would normally have a little different timeline, but with the current situation we are under a little time crunch.

Ericka - Asks about substitutes in the classrooms and administration subbing

Pete - Explains about qualifications of staff in building. Re: pro-techs, AP's, Deans, etc.

Danielle - How do the negotiations that are happening now effect the budget?

Pete - It doesn't. That is a different pool of money. Diane is welcome to give more information because I know parents are concerned. I want to close out the discussion about the budget before we discuss that.

Danielle - The reason why we are cutting at the elementary is because of the numbers. Do we rehire those people who were let go?

Heather - It depends on the timing and HR.

Pete - This is why we do our enrollment early.

Ericka - At the elementary what is the VA.6

Danielle - Is that going to have to go into an HR position.

Pete and Heather - No, they explain how this will break down.

Ericka - What about the elementary para?

Heather - It's in the second column and listed as elementary para.

Ericka - Is there a GT person.

Pete - Yes, it's listed on the elementary position as an STL and at secondary as a .2 which we currently have already.

Heather - Clarifies the elementary consideration group.

Danielle - I have a question about the elementary AP position. That's not going to be someone in the building.

Pete - According to DPS we have to hire from the DPS approved AP pool. This doesn't follow the same hiring process as it does for other positions.

Aurora V - An AP will be able to do evaluations.

Pete - Yes, and the cost differentiation was minimal and what they are able to do was worth it. Having additional administrative support is very helpful.

Ericka - In the future if we decided that that position isn't needed...

Pete - It comes right back through this committee

Danielle - What is your explanation going to be to staff about adding that position but losing two.

Heather - Explains the shift to interventionists which will add more support for students and for leadership as well. I am currently handling multiple positions.

Ericka - But we are also losing 3 paras.

Pete - I would argue that having a licensed teacher would be more beneficial.

Aurora V - Because we are losing several paras, will we be able to use the AP and interventionists for help with coverage.

Ericka - Are they going to be able to step and help with the other duties like walking kids to classes, supervising, etc.

Heather - Yes, I don't foresee issues with that.

Ericka - Are parents going to be called in to cover supervision more than we already are.

Heather - No

Pete - Don't forget that we are also losing kids. We haven't even started playing this not over the next three years. The enrollment is going to continue to decline. I don't know where the next step is going to be with regards to enrollment.

Danielle - Does being a K-12 give us a better chance of staying open

Pete - Definitely and explains that having the secondary school portion, helps generate additional students for elementary because parents learn that they can bring all of their students to one school. Other elementaries don't even like us marking to their fifth graders because of this.

Ericka - Are there any elementaries that have lingered in the red zone too long?

Pete - No, most of them are yellow or higher. It's more about declining enrollment. So to answer Danielle's questions, yes we have a distinctive advantage.

Diane - I know there was a mill levy meeting and I asked Susana Cordova why we don't have an extra Pysch and social worker? I have Troy telling me that he is hesitant to test kids. Where are our extra people?

Pete - The sad answer is that based on our numbers we are allotted one. We double that. Is there more, yes, but it would come at an additional expense; and I feel like we would be better served to streamline the responsibilities of those individuals. We currently have our dedicated counselors with a radio for mental health emergencies.

Diane - But where is the mill levy money? Two years ago, schools went to the public for additional money for mental health workers. Susana couldn't answer why we didn't have those additional people. Do we need an AP or could we add an additional mental health worker.

Pete - Finding an AP who has psych experience, etc. would be gold.

Ericka - How likely is that?

Pete - There are definitely people out there. Individuals with counseling backgrounds, special ed., etc.

Danielle - But they couldn't take on a caseload?

Heather - No.

Pete - Explains supervision of SSP's at secondary. I would say that because of that I know more about what is going on at that level

Heather - I think at the elementary level also that an AP is going to be able to support behaviors to support RIO. We can then funnel it down and then refer to mental health.

Angela - Asks additional questions about support at the elementary level.

Maria - Asking about setting up programs to teach values and principles around

Danielle - Do the teens know about CTI. It's a program where students can text in and receive counseling.

Pete - Explains the RJ program that we have and its purpose. Nine years ago what we had was a discipline office and we discovered that most of our discipline issues had underlying mental health issue which is why we have a full-time social worker and psych. Our biggest numbers are at elementary and really looking at behaviors that are uncontrollable. Looking at realistic placement. One of the issues is that sometimes parents look at the arts school as a fix for their students issues.

Pete - We are going to be looking at grants for bringing in a dedicated counselor for elementary. Then this would role into our budget over time. I think what Heather is looking for and needs is a dedicated AP who can take over certain duties.

Ericka - Speaks to the need at the elementary and looking forward over the next few years. I've put in requests at the secondary level and it hasn't happened.

Heather - The other thing we hope to increase for next year is to get a full time intern for psych and social work. They can have their own caseload.

Ericka - Are their interns for AP positions?

Heather - Yes but then you're paying for an AP

Diane - Asks about making adjustments to the RJ position and having a part-time sped teacher who also deals with mental health.

Heather - We are only allotted one based on our numbers.

Pete - One good thing is that we currently have a special ed para at the secondary level who is finishing her certification. In the future we may be looking at things differently. If having an AP isn't working out we can revisit this in the future.

Heather - As a first year principal I gained a better understanding of the budget and the constraints. I had a lot of those same questions.

Ericka - One of the reasons that we keep asking is because it is so much money. Where else could that money been used. If we get those students back, what is the priority for bringing students back.

Heather and Pete explain that that depends on where those gains took place. If it was at elementary then you would hire at the elementary level.

Ericka - What are the numbers at the ELA-E and ELA-S kindergarten and first grade level.

Pete - I want to be careful because those students were already there but they weren't be served.

Heather - It is also because we are gaining more ELA-S students. Goes on to explain the designation process.

Ericka - I was just curious because I know that we are a Tinley school but no one has ever explained what that meant. I want to make sure that if we approve the budget that we are meeting the needs of our Spanish speakers.

Heather - One of our senior team leads/interventionist is a Speaker and we have two bilingual paras.

Danielle - So having an AP will provide more versatility.

Pete - You are creating a multitude of possibilities because you have someone who is capable of supervising, but they are also training to be a principal

Ericka - Do we have any current STL's or teachers who can be slid into that position?

Heather explains that we don't and how the process works.

Ericka - Let's hope that Susana and DCTA agree, does that money effect this budget?

Pete - It doesn't. Explains how that works.

Danielle - Can you let me know what that HR schedule will look like?

Heather - I have already met with the personnel committee. I told them that where our reduction would most likely be and notified those people.

Danielle - That way we can speak to providing the best support students.

Ericka - By this weekend will you be sending that our to the elementary staff. Motions to pass the budget.

Agree to by all members of the committee. Budget is passed.  
Pete and Heather will begin next steps.  
5:23 - Meeting adjourned

Committee asks for clarification about strike situation.

Pete and Diane provide some information. A strike won't happen until Tuesday at the earliest.