



Budget Stabilization Task Force

October 24, 2018

5:30 p.m. – 8:30 p.m.

Perez Elementary School

MEETING MINUTES

IN ATTENDANCE:

Committee Members: Andy Anderson, Cesar Benavides, Todd Bisang, K.C. Cerny, Michael Cranor, Jason Durst, Vanessa Santamaria Dainton, Kevin Garcia, James Haynes, Dulce Hernandez, Tanner Long, Larry Perez, Teresa Razo, Sophie Ryland, Deb Trejo, Robert Thomas, Ken Zarifis

Staff: Ali Ghilarducci, Cristina Nguyen, David Edgar, Fernando Medina, Kris Hafezizadeh, Nicole Conley Johnson, Celso Baez

Visitors: Erin Summerville, Corey Snyder, Emily Sawyer, Terri Garcia, Suki Steinhauser, Ann Phipps, Melanie Plowman

1. Call to Order and Overview of Meeting Goals (6:05 pm)
2. Review Task Force Agreements – Members were asked to read on their own for the sake of time.
3. Public Comment (6:06 pm)
 - a. Erin Summerville – teacher @ AISD for 11 years
 - i. Does not support reduction in staff and does not support 7 out of 8 model for secondary. Teachers are already overworked and underpaid. Has taken on a 7th class in place of her second planning period for pay (it's 17% more time) and it was very difficult. Large number of teachers are working second jobs which impacts what they are able to bring to the classroom. Fears district will lose some of its strongest teachers.
 - b. Cory Snyder – Teacher 18 years
 - i. Does not support 17% more work for less pay. Works 58 hours and takes home \$2800. Asks that the task force reflect on that and the impact their decisions will have on the people that are educating our students.
 - c. Emily Sawyer - Parent @ AISD
 - i. Has four AISD students, next year will be five. Has lived in Austin two years and is active in her kids' schools' PTAs and CACs. Loves her public schools but notices the inequity in the experience between schools. Feels

that affluent white parents cannot accept one kind of education for their own kids and a different kind for children of color. Asks that the task force consider making choices that benefit all kids, not just ensuring white children have the best opportunities.

4. Approval of Minutes

- a. Robert motions to approve, Mike seconds motion, motion passes unanimously
- b. Robert: reminds group that their job is not to make cuts. It is to deliver information that fits the criteria set forth by the team at the first meeting. Urges members not to be afraid to be courageous. To communicate with the district that we created this document and we expect them to take it seriously. We cannot pick winners and losers because we know who will win and who will lose and that is unacceptable.

5. Subcommittee Presentations

a. Revenue and Programs: K.C Cerny presents

i. Q&A/Discussion

1. Q: Andy: Master teacher program – any discussions about taking Board Certified teachers and spreading them out across the district? A: No, we did not have a direct discussion about that. I believe we should create a stronger pool of teachers.
2. Q: Ken: Was there any talk about current programs in place like PPfT that could be expanded or improved and made more sustainable? A: Our team was not familiar with PPfT but we are open to seeing how our idea could build upon what is already in place.
3. Q: Ken: Did anyone talk about the Reach Program? It had little to no impact on retention. A: The discussion around this brought up information about campuses that have high teacher turnover, which then led to holding principals accountable for teacher turnover.
4. Q: Andy: Can we find ways to participate and gain revenue from city wide events like SXSW? A: That would be a friendly amendment.
5. Nicole : Asks for more details on recommendations to properly understand the depth of the recommendations that are being offered.
6. Andy: Mendez is already performing as in-district charter but that's because it as facing IR status and threat of closure. Would like to look into SB 1882 as an opportunity at a campus that is not under IR status.
7. Ken: Let's look at developing different programming depending on what communities need. As a committee member I would like to see more on SB 1882. I feel uneasy and uncertain about SB1882.

8. Jason: 10 campuses that have declined in enrollment over the last 10 years and they are majority economically disadvantaged schools – Have you thought about how this would play into the recommendation to look at in-district charters as a solution.
 9. Q: Nicole: What space do you want to free up to make this happen? What spaces were you thinking of here? A: We were thinking of consolidating school and we were told that high schools had land that they would never use.
- b. Efficiencies and Departments - Jason Durst, Deb Trejo, Cesar Benavides and Robert Thomas present
- i. Q&A/Discussion
 1. Andy: I appreciate the conversation. Changing boundaries won't change behavior. We have to improve programs at schools so kids don't feel like they need to go to a school across town. Choice shouldn't matter. All schools need to offer every student great opportunities for success.
 2. Robert – Equity is not about the color of the student's skin. It's about equal education. Equal and great education.
 3. Q: Ken: There's a choice to close schools and to rezone. Which first and why? A: Deb: Our suggestion is that we do both at the same time.
 4. Q: Ken: Wouldn't closures change the need for rezoning? A: Deb: possibly but our recommendation is to redesign the system here. We want to look at facility capacity, because if we want to save money we need to look at facility capacity and we need to remove vertical team alignments because it is limiting us.
 5. Q: Todd: How many people on the committee have experience with magnet schools? A: All members of the committee have experience with magnets.
 6. Q: Todd: So you still think magnets should be done away with? A: Not exactly, we are recommending magnets in all schools.
 7. Todd: Yes we should increase higher level education in all schools but we cannot take away the unique experience of magnet programs in schools.
 8. Deb: The magnet concept is highly valuable but bussing students to magnets needs to change or improve. We need to stop waiting lists for magnets.
 9. Q: K.C Cerny: If the goal of the district is to create distinct programming how does that fit into your system? A: Robert: It doesn't! We need to change the way we envision education. We are making bold recommendations. We need to make all schools great. We can no longer fund these programs.
 10. Sophie: I support all schools being great, but specializations are important.

11. Vanessa: We need to have community response. I think we need to think hard about what we are taking away from children with this proposal.
12. Q: Ken: Where are we going with this? A: Robert: The concept here is that we need to give the district clear and bold recommendations in a prioritized structure.
13. Ken: How are you looking at poverty and how that plays a role in your recommendations?
14. Robert motions to extend meeting 10 minutes. Motion is seconded. Ken requests discussion and does not want to extend meeting, it's not enough time for such an important topic (staffing)

c. Staffing and Compensation - Mike Cranor Presents

i. Q&A:

1. Nicole: Did you ever think about not having staffing formulas?
 2. Deb: Did you consider the effectiveness of interventions?
 3. Jaime: Moved to make next meeting a continuation of this meeting and then add another meeting to the week after. Mike second the motion.
 4. Q: K.C Cerny: Can we fill out the survey and offer more feedback? Can we also look at making sure we add the missing slides?
 5. Q: What is the expectation or timeline and the implications of this request for extension? A: Second meeting will be after November
 6. All voted in favor of motion
 7. Ali: Please give me what you want to add to the survey so I can resend out the survey.
 8. Ken: Shares a personal experience about his wife being terminated when the state of Texas cut budgets and those budget cuts resulted in cutting teachers. It was devastating. The last thing we should touch is the classroom where students live every day. We need to understand the implications of the work that we are doing.
 9. Q: Jason: Did you look at the data regarding when substitute costs were a result of Professional Development vs. sick/vacation. A: The option is about PD
 10. Q: Will the staffing subcommittee meet again before our next meeting? A: That is not likely and it's not the expectation.
6. Status Check Vote - Postponed until survey can be updated. Ali will send out new link.
 7. Closure, Homework and Next Steps –
 - a. Get your recommendation edits/additions for the survey to Ali ASAP
 8. Adjourn (8:54 pm)