

Superintendent's Communications Council
Campus Questions
April 15, 2019

ELEMENTARY

ACFT

1. At our school we have a very difficult time getting subs. When someone gets sick at the last minute and puts in a request, it is rarely filled. We are fortunate enough to have some wonderful EAs and office staff who fill in for the absent teacher. **Since filling in for a teacher at the last minute is a very difficult job and is not what these people signed on for, shouldn't they get the full sub pay?** Teachers get charged for the day regardless of whether they have a district sub or not.
 - A. The District recognizes there is a shortage of subs and we certainly appreciate those employees who help in these situations. Unfortunately, since those employees are already being paid for their employment, we are unable to also pay them for filling in for subs. The District is researching solutions to the sub shortage problem.

Binion

2. Has the following question from the October 1 meeting been addressed? (**Has there been any discussion on giving attendance clerks a stipend or raise that reflects on the size of student population they serve?** A larger school with double the amount of students and work is paid the same as smaller schools in the district.)
 - A. Due to attendance clerks being non-exempt employees (they qualify for overtime for all hours worked over 40), a stipend would not be the best solution. Every year the District works with the Texas Association of School Boards and reviews all employees' compensation to ensure equity with compensation and to ensure the District is being competitive within our market. The District did adjust attendance clerk compensation by moving the position into a higher pay grade and applying equity pay adjustments in 2017–2018. The District also follows staffing guidelines to identify campuses that may need additional staff added when necessary.

Green Valley/Porter

3. **Why is it that many/most of the personnel online forms (maternity leave forms, discretionary leave etc.) have "submit" buttons on them that fail to do anything? Can this be addressed or removed?**
 - A. Technology can work with HR to change the issues with the various forms. However, they are already looking at a new system.

Superintendent's Communications Council
Campus Questions
April 15, 2019

Snow Heights

4. **Could you provide an explanation as to why the EOY writing compositions take place in March right after TELPAS?** Many teachers feel that placing the EOY later (end of April) would be more beneficial in having a scope of how the child grew in a year's time. (**Duplicate question - Why is the EOY writing so soon?** I believe May would provide a better, clearer picture of their EOY writing scores. Not only does it give them an additional six weeks of instruction and practice, but it also will allow them to write without the stress of STAAR being three weeks away.)
- A. Last year the Assessment Council made the recommendation and decision to move the EOY writing composition for grades 3 and 5 to March. The Assessment Council is currently meeting to discuss next year's assessment calendar. The Teaching and Learning Department will make the recommendation to move the EOY writing composition for grades 3 and 5 to May.

Spicer

5. CBAs are extremely important to check for student growth. However, Reading CBAs are always given on Mondays. Mondays are the day that students are counted absent the most often, and the Reading CBA is longer than some of the other tests such as social studies. It is easier to fit in a retake with a shorter test that takes less time to make up. **Would it be possible to switch the Reading CBAs test day with a different one like Social Studies?**
- A. This suggestion will be taken into consideration by the Assessment Council in the development of the District assessment calendar for 2019–20.

MIDDLE SCHOOL

Haltom

6. **Are we going to get the \$5,000 raise the state is giving us even though we are already paid about base pay?**
- A. Currently, legislation for the \$5,000 teacher raise has only been passed by the Texas Senate. If both the Texas House and Senate pass legislation for a \$5,000 teacher raise, Birdville ISD teachers will receive that increase.

Superintendent's Communications Council
Campus Questions
April 15, 2019

HIGH SCHOOL

Haltom

- 7. Why does the district's teacher pay scale end at 25 years of experience? Competing districts' pay scales go up to 30 or more years.** This encourages veteran teachers to seek employment elsewhere to improve their retirement pay. (West Birdville asked the same question.)
 - A.** BISD will examine this practice. The District made this decision some time ago and will revisit the possibility of expanding the 25–30 year teacher pay scale.