

# Principal and Teacher Incentive Advisory Council (Meeting Minutes)

Date & Time: June 24, 2008, 4:00-6:00 PM

Location: 3700 Ross Avenue, Room 346

<b>VOTING Council Members:</b>	
<b>Principals</b>	<input type="checkbox"/> Garcia <input type="checkbox"/> J. Dixon, <input type="checkbox"/> Sanchez
<b>Administrators:</b>	<input type="checkbox"/> Carillo <input type="checkbox"/> Crowder-Davis <input type="checkbox"/> Fritsche <input type="checkbox"/> Griffin <input type="checkbox"/> McGee <input checked="" type="checkbox"/> Mendro <input type="checkbox"/> Mitchell <input checked="" type="checkbox"/> Oakeley <input checked="" type="checkbox"/> Olson <input type="checkbox"/> R. Ryan <input type="checkbox"/> Sumner <input checked="" type="checkbox"/> Tapia <input type="checkbox"/> Viramontes <input checked="" type="checkbox"/> Chance
<b>Teachers</b>	<input type="checkbox"/> Aguilar <input type="checkbox"/> Brothers <input type="checkbox"/> Curry <input type="checkbox"/> Ellis <input type="checkbox"/> Goodwin <input type="checkbox"/> Hayes <input type="checkbox"/> Heard <input type="checkbox"/> Martinez <input type="checkbox"/> Paeschke <input type="checkbox"/> Rice
<b>NON-VOTING Council Members</b>	
<b>Administrators:</b>	<input checked="" type="checkbox"/> Allen <input type="checkbox"/> Bailey <input checked="" type="checkbox"/> Bembry <input type="checkbox"/> Connally <input checked="" type="checkbox"/> G. Dixon <input type="checkbox"/> Ponce <input checked="" type="checkbox"/> Tyson <input type="checkbox"/> Youngblood <input checked="" type="checkbox"/> Weerasingh
<b>Teachers &amp; Rep:</b>	<input type="checkbox"/> Bolender <input type="checkbox"/> W. Crowder <input type="checkbox"/> Kaiser <input type="checkbox"/> Peters <input checked="" type="checkbox"/> Honea
<b>Parents &amp; Business:</b>	<input type="checkbox"/> Johnson
<b>Guests:</b>	<input checked="" type="checkbox"/> Kihneman <input checked="" type="checkbox"/> Wolfson

## Description

### DATE Update

Laura Allen gave update on the grant activity, see Summary of changes document

Entuane Tyson asked about exclusion of the 59 Performance Pay pilot schools instead of the TEEG schools.

Glorias Dixon explained that while we did not discuss that, the TEEG schools were discussed because it would reduce the number of teachers to an appropriate number for budgeting. Also, TEA had expressed concerns about those schools received awards from two state grants.

## Description

### **Principal Update**

Laura Allen gave update on the recommendations for changes to the principal incentives. See Principal Incentive Plan Proposed changes, V3.

Cecilia Oakeley asked if we need to go to the board or ELT with the changes to the program.

Entuane asked if principal can get awards from both Performance Pay and the Principals Incentives. He mentioned that there was discussion, at one time, that the principals could not receive both. However, no one was able to find reference to it in the manual.

Therefore, if principal earn both, they will receive both.

### **Logo**

More discussion on the latest logos

Linda Johnson and Tiffany Nemec will serve as committee to finalize the logos

### **Facts Sheet Update**

The content of the facts sheet was edited. See Performance Pay out issues document

Final edits will be made and copies distributed to the principals of the 59 campuses after the summer break.

### **Define Appeals Process**

Draft of appeal process screen was discussed

The appeals will be automated and tracked through employee self service

Kim Olson suggested removing the SEI from the form as those are not generally appealed. The item will be removed.

Entuane suggested adding a category for an employee to claim being paid and incorrect amount. The item will be added.

Kim Olson also suggested that the opt in be removed since that has already been addressed. The item will be removed.

Discussion about CEI appeals; there will be a data validation process so that should reduce the number of appeals allowed for data

### Description

reasons.

Karen and Laura will draft an appeal outline for review at the next meeting

Entuane pointed out that the manual calls for an appeals committee to review appeals. The committee will be comprised of a representative from Compensation, Evaluation & Accountability and Campus. A teacher organization representative will be an invited guest (non voting member) of the appeals committee.

Description	Owner's Name	Date First Assigned	Due Date	Status
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The next Principal and Teacher Advisory Council Meeting is scheduled for:

Date: Tuesday, July 29, 2008  
Time: 4:00-6:00 PM  
Place: TBD