

District Leadership Team

2022-2023



Meeting Date: November 10, 2022

Meeting Time: 4:30 p.m.

Meeting Location: HCISD Performing Arts Center (PAC)

Meeting Minutes:

1. Welcome Members and Guests - Dr. Eric Wright, Superintendent

Dr. Wright welcomed everyone to the meeting. The district is currently gathering information for possible calendar options for 2023-2024. The DLT will be reviewing draft calendar options at an upcoming meeting in the new year. Dr. Wright reviewed current enrollment numbers and projected growth for the remainder of the year.

2. Teacher Incentive Allotment (TIA) - Mary Torres, HR Project Coordinator

Ms. Torres presented information on the TIA. She reviewed background information and the criteria that teachers need to meet to be eligible for the TIA. Ms. Torres reviewed the incentive amount ranges that eligible teachers may be receiving. She also presented the new changes that the district will be making to the TIA program for 2022-2023 as well as plans for growing the program in future years. Ms. Torres will be the point of contact for the Teacher Incentive Allotment at Hays CISD. DLT members asked questions about the TIA. Dr. Medina reiterated the TIA timeline, noting that the district submits the information in October to TEA, and then TEA will communicate the results of their review to HCISD in February. Teachers will then see the designations on their certificates in May with the monetary allotments being paid out in June.

3. District of Innovation (DOI) Plan - Linda Hall, Deputy Human Resources Officer

Ms. Hall presented on the DOI and the DOI amendment process. Dr. Wright responded to a question regarding the piece of the current plan that allows the district to hire CTE teachers who hold an industry based certification and not an SBEC Teacher Certification. It was noted that in some subject areas within CTE (e.g., Auto Mechanics), it can be difficult to find a person who holds both an SBEC Teaching Certificate and an Industry based certification. Dr. Wright noted that districts are no longer eligible to offer an alternate group health coverage as well as TRS health care. He noted that now districts that choose to offer an alternative group health coverage may no longer also offer TRS health care options. Ms. Hall reviewed the amendments that the district is considering. The DLT engaged in a question and answer session about the amendments. Table groups provided feedback via an electronic form about the proposed amendments. It was noted that this is just a beginning conversation about possibly amending the DOI.

4. Discussion, Comments, Questions

DLT Members will soon have access to an electronic form to submit questions to be addressed either in a shared response document or at a future DLT meeting. This new form will be shared with DLT members prior to the next DLT meeting via email.

Next Meeting Date: January 12, 2023* <<UPDATED DATE>>**