

SHAC SY2425 - 2024/11/20 17:20 CST - Transcript

Attendees

AISD-HQ-221 (Lavaca), Kari Hazard, Kari Hazard's Presentation

Transcript

AISD-HQ-221 (Lavaca): Hello everybody.

AISD-HQ-221 (Lavaca): 08 p.m. Awesome. And we're going to move agenda. we're going to move all approvals since we don't have forum. introductions of shop owners. we don't have anybody new at this time, but would you mind introducing yourself and your new? Yeah. I'm the coordinator for mental health and crisis management for this. Awesome. We can still go around and do introductions because we only have one in person meeting and just to make London Montgomer her chair and appointed by Dr. Foster comes to the age of breaking a bone.

AISD-HQ-221 (Lavaca): Leah Kelly, parent of a student in Austin ISD and by I'm Nina Miller, appointed by Trustee Oilia. And my focus is the power of food over medicine and cleaning up our extremely toxic food supply and finding ways to allocate more money for kids school lunches so they can eat more like children in Europe and be less sick. Brian Long parent. She goes with me everywhere. technically live in district three, but we go to district a parent of two elementary school kids and clinical psychologist. So, specifically interested in mental health. I'm a parent, too. So, yes.

AISD-HQ-221 (Lavaca): also I'm a parent of one one's in college and yes did you want to introduce I'm Diane Grec I'm the executive chef for Austin ICD and I have two kids in AIC2 and then I'll round this out Stephanie did you introduce yourself I get to go for you okay I'm Stephanie there I'm the health education curriculum specialist here at the district I do all things health K through 12 and s**** K through 12. am a mom of two kids that have gone through the district. One is in college, one is here currently here as a senior. And yeah, you met Carrie Hazard. She's downstairs at the door. She's our elementary physical education specialist.

AISD-HQ-221 (Lavaca): And then I'm Francina Hollingsworth, I guess I'm still new assistant director for fiscal education and coordinated school health. So welcome this evening. yeah. people. I don't think we have any guests other than just us and we don't have the superintendent tonight. So whenever you all right take your spot you can do our communications note of a public comment speakers and visitors are expected to make comments if the presiding officer deems the speaker or visitor disrespectful that person may be warned or asked to cease any further comment or behavior on compliance may result in ejection from the meeting.

AISD-HQ-221 (Lavaca): Persons wishing to provide public comments will be asked to state their name and acknowledge that they have read the notes about public comments. If more than five people wish to speak, the co-chair will draw five names randomly. Is there anybody here to provide public comment? And we'll move on to the next thing, which would be approval of our minutes from October 16th, but we're going to wait since we don't have quorum. So, we're up to a district update for immunizations and mental health stuff. Would it be helpful if I move over to turn around? You don't mind? That'd be great. Yeah, of course.

AISD-HQ-221 (Lavaca): Amanda, could you briefly state your title? Sure. Coordinator for mental health and crisis management. and I can start. so both Dr. Gloria Williams and Elena Badano both had other AIC commitments tonight. And so I'm here in their place because she asked me to share out the information for immunizations. And so she said that are specific specifically looking at and targeting preK 7th where the bulk of the vaccines are required.

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AISD-HQ-221 (Lavaca): and so delinquent immunizations as of today for prek is 157 and there is,748,042. The total for the district is 10,733 which is a decrease from 13,000. Yeah, She did not share that percentage with me. So, I asked Dr. Gallas how we can best support her in that shack in general and she sent back a couple of thoughts. She said, and she may have already sent these to you, but we'll just share it generally. She said, "I would be curious to know if we are running these kids through MTRA.

AISD-HQ-221 (Lavaca): I also will ask the attention SHs side for the elementary school age kids. I'm sure we are anything about that. I have not and I have very limited information on that piece. I don't understand any of the things I just gonna say We're just gonna wade through this. Please jump in if you have any idea what I'm talking about. I just heard That's all I've heard. Mtra, what is Somebody knows. It's something associated with MTRA. Yeah. Is that where you're Great. Health services. Yes. But it is a guest. Perfect. I feel like we're in a game show. So, how I live my life at this point. Okay.

AISD-HQ-221 (Lavaca): We need to meet parents where they are at and it can be challenging because it's difficult to transport and of course the temperatures of the vaccines and how they have to be maintained is a challenge. So parents having to be present for consent is also a barrier. so it' be great if they could be done during school hours. she said that there may be many families in that group who have icaid due to Medicaid unwinding and therefore have lost access to their medical home. she's providing the information to community care clinics and the nursing staff for Ascension SHs.

AISD-HQ-221 (Lavaca): if parents are having a hard time getting in, we can elevate the conversation to the community care leadership and hopefully do something about maybe doing a clinic somewhere or something. So, I can't back up anything I said or qualify anything else, but that is Dr. G's report. Sounds like as there always is with medical access some challenges getting that done, but it would be great we've done shot clinics, due to CO stuff, so it' be great if they could elicit that again. any other thoughts or questions about that? I was just going to emphasize we do have community partners who are quite willing to help with these clinics and just they just need to be notified and organized.

AISD-HQ-221 (Lavaca): and as far as doing them during school hours, I think some of that could be organized also. Pattis County has resources, Austin Voices has resources. We just need to take advantage of them. I think it's probably just logistics of and community care is already in some of our schools, so that might be the path and then they can pull other people in to actually do the work itself. But, obviously anything else on immunization specific to chat with before we move on to a mental health update? Yeah, we can always email you too. Yes. sometimes it comes up after.

AISD-HQ-221 (Lavaca): Do you have a mental health update? so yeah. it's less of an update and really what I was asked to do is just come kind of speak about the licensed mental health professional team. and so I'd love it to be more of a conversation. I'm happy to take questions and answer any questions I can. and so I'll start with just kind of a brief overview. we're currently a team of 26. We've got a couple vacancies. so as licensed mental health professionals, the way that they're organized is typically per

vertical team. And so, most vertical teams will have two licensed mental health professionals assigned to that vertical team of three and based on the one person takes the lead on your three referrals.

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AISD-HQ-221 (Lavaca): And so, that can look like kiddos that are connecting to resources in the community, that problem solving piece for school, and also family support, parent coaching, things like that. the second person takes the lead on providing the school-based and the referrals to that person happen through the first LHP. So they're receiving the first LHP receives all the referrals for LHB services and then they're kind of assessing and deciding what the need is and then connecting to services whether that's in house or in the community questions I have a question.

AISD-HQ-221 (Lavaca): So if there's one licensed mental health professional providing all clinical services for tier three for an entire vertical team, what does their case look like? If we're looking at one to 3% of the population, is that one person expected to carry that one to 3%. The two between the two and then plus connecting to the community. and so it varies.

AISD-HQ-221 (Lavaca): I would say on average their case load is going to look about 25 to 34 and that will be weekly having 4550 minute sessions and then some of those kiddos will be transition to weekly and as they're transitioning out of services with them will be kind of more check-ins, 10 to 15 minute, How are things, and it's goal oriented. They set therapeutic goals and track those goals. and so as they kind of reach the end of their session, sometimes that will look like with check-ins at times it will look like connecting back to that first LMHP who can then help if they need longer care to connect with outside services in the community.

AISD-HQ-221 (Lavaca): they have a session cap or a certain amount of sessions that they're out. No, it's intended to be short term. so typically when we're talking to families, we're saying 8 to 10 sessions, which really in reality is pretty long. It's not that short term, but it just varies. but it's needs-based. And so if they're working towards that goal and they're making good progress, but they're reaching that eighth session and the therapist is like, "We're making really good progress. we should keep going to keep going." there's no hard and fast rule about the number. There a wait time or an average wait time for Currently, there's not.

AISD-HQ-221 (Lavaca): and we work really hard to balance the case load so that we're not asking anybody to wait. one person per team is a lot. So, I heard you mentioned that their case loads were about 34 per so that would be 70 per vertical team. But if you do the math of 74,000 students and you considered the top 3% are usually eligible for tier three, that's 2,220 students. And with 26 staff members, that would make their case load in the 80s to be able to effectively meet the students that need tier three intervention.

AISD-HQ-221 (Lavaca): I guess the question is are those numbers 1% need an intervention in any given school year and the intervention lasts 8 to 10 weeks. So in that scenario you could see how the math could work out if those are really short interventions. How are the students identified for needing services? Yeah, that's a great question. And so typically it starts with the school counselor, administrator are kind of the two main referral sources for LHPS and bed caseers and those are kind of I would say counselors and admin are the two primary bed case managers would be secondary. Are the LMHPS also providing the counseling as a related service for students IEPs? that's a different Yeah.

AISD-HQ-221 (Lavaca): and their title is mental health specialist which is close to LMHP. So can you clarify what you just said? make sure I understand what are the licensed mental health professionals that

we're talking about these 26 staff members are they also providing the counseling as a related service that's included in students IEPs. So that would be in addition to the tier three intervention for that but what you are referencing for how we're identifying students just coming in from random girls campus counselors it sounds like they're not coming through a formal channel like student support u SST teams or we're not administering a universal screener

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AISSD-HQ-221 (Lavaca): Tell me more about universal screener. So a universal screener would be like a tier one intervention that's administered to everybody to be able to early identify. Yeah. so the reality looks a little bit different campus to campus. And so ideally a lot of those referrals would come up through campus in those CST meetings, ideally the campuses are doing some sort of at the beginning of the year screener to identify kind of needs from for that campus. And so recently I was talking to somebody and their counselors did at the beginning of the year and identify grief and anxiety as two kind of leading things that they need. And then the way that we approach it is kind of on the tier levels of support.

AISSD-HQ-221 (Lavaca): And so the tier one and tier two might look like the counselor doing some guidance lessons and classrooms around that. It might look like the counselor doing some regular check-ins with that student. And then as the counselor is working with the student, if they're deciding like this student could benefit from more, then they'll refer to the licensed mental health professional. so sometimes it comes from those CST meetings too that the LHP attends as well. Or other times it might look like, an email phone call to my counselor saying, "Hey, I've been meeting with and so, we've been doing weekly check-ins or they joined this group or, kind of these things." But they really could benefit from more. I'll wait if anybody else has questions. Sorry, they're all on the tip of my tongue because I've been waiting to ask them. So I can wait.

AISSD-HQ-221 (Lavaca): I'll give your time one little break while I just had a question about you said that there were a couple vacancies. Can you speak to more about likely is and what the plan is for getting we have four vacancies. I'm waiting to hear back if we have approval to fill it. I feel super confident that two and at this point today unsure about the third and fourth. and so we've interviewed and working on getting everything in line to submit RFS for two.

AISSD-HQ-221 (Lavaca): Before COVID, we had the opportunity to have a third party mental health professionals in a couple of different schools which provided such a great now I just was saying a lot of schools you said it shouldn't have been in my outside voice. was ternal that was an internal. my god, we're so the same person sometimes. Okay, so it wasn't a couple of schools. Anyway, it was a great service. I had a lot of friends who had kids that were benefiting from that every day, that access point to be able to go and have the touch point. It was literally the thing that kept them in school doing the regular work. Is that something that's in the works going forward?

AISSD-HQ-221 (Lavaca): Do you feel like what's currently happening is sufficient? what do you have a plan going forward different and is it different from where you're currently? I don't know the answer to that as far as a plan moving forward. the transition that happened so when those services used to be contracted and the district moved away from that contract that's when they expanded the licensed and professional team to service in that capacity. So that's when our team grew to serve. and the bonuses is that we went from serving a small amount of schools to serving every school having access to the service. and a lot of kids that have needs I mean I don't see why we couldn't do both.

AISSD-HQ-221 (Lavaca): I mean personally that the third party that was in the school did cost us housing in the school, officing in the building itself, but there weren't a lot of other costs that were trickled down to the district. So I mean I think more is better, personally, but I don't know if that's feasible or if that's in the line of sight for you guys. Yeah. And certainly it might allow for more, preventative work in the setting of, universal screeners get kids in and identified early before they become a behavior problem, before they become alerted to the counselor. And we have statistical data that supports that It's effective in increasing attendance. It's effective in reducing aggression.

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AISSD-HQ-221 (Lavaca): It's infect effective in reduc increasing teacher classroom satisfaction. It's effective in reduced referrals which we know are inequitable in this district for black and brown children and for children who are receiving special education services. So it improves so many outcomes. Families are six times as likely to stay engaged with school-based mental health services as they are outside. Our families are working families. It's difficult for them to take off work. Transportation is a barrier. There are so many positive advantages that can be received from families when they're able to participate in school-based mental health services. And not only do we not have to invest a lot of money in it, but we know that there's TEA funding that the district is actively choosing not to pursue.

AISSD-HQ-221 (Lavaca): There was recently an SSI grant that was due to the Texas Education Agency by November 6th that would have served dozens I mean how many dozens of schools? I could read the list. yeah, it is 20. So you know why the district chooses to not pursue financial funding that could supplement what we already have? I just don't understand that when there are so many positive benefits that we have data that supports that it works. I can't reconcile the two things. there's a disconnect for me.

AISSD-HQ-221 (Lavaca): And so some of my questions were talking about what Belinda was referencing with community partners is that I was at the tools for success event yesterday that the parent support specialists in the office of community engagement put on and I heard Dr. Williams and I heard superintendent Sigura say that they're collecting data currently so that we have a baseline to determine what our needs are. And so one of my questions is when will that data be available? And then to follow that up when the district was providing education about Proposition for the community to make a decision whether or not as a community supported passing Proposition One of the things that they directly tied that to was increasing mental health services for children.

AISSD-HQ-221 (Lavaca): And so I will be honest that I am feeling very frustrated that I have asked through every avenue that I know to pursue. I've gone through all of the outline formal channels that have been provided to me as a community member as a parent and have not gotten a response about what the plan is. Proposition has passed. The community did support it. We supported it based on the education that told us our children were going to have increased access to content interventionists and mental health care. I think that there is an ethical obligation after we have supported that funding through our tax dollars and a responsibility to tell us what that plan is. Happy to take that question back. Thank you.

AISSD-HQ-221 (Lavaca): I appreciate your position. Thank you. But I've raised that question I have no confidence that taking it back is going to produce any other result than what we've already gotten which is nothing. I have a couple of questions and just for my knowledge, the grant that you was referring to, what's the term limit for the grant? Is it like a multi-year grant or is it like a single year grant?

AISSD-HQ-221 (Lavaca): And I'm just curious for my own knowledge because that could be one of the factors in a district not pursuing a grant because it's a short-term fits. Not saying that's the case, but I

know me personally when I look into grants, if it's like a single grant that doesn't have an opportunity for renewal. And it's if you need it for multi-year to really do the work, then it doesn't make any sense to apply when you can't really get the benefits. But not saying that's the reason. I'm just wondering if that's possibility. and when you get to a certain age, your mind starts shutting down.

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AISD-HQ-221 (Lavaca): So, I can't remember what else I was going to ask you. So, I do know that part, but thank you for bringing all of those issues up because we do know across the state, across the country, mental health is an issue with our kids and it's a growing issue. So if we can figure out multiple ways to service our kids that would be beneficial. I know what it Belinda, you mentioned the services was it a budget tied to it? It was a community contract. I don't know.

AISD-HQ-221 (Lavaca): That was before my shack time. I don't know the details of it either except the detailed details, but I do know that it was a partner it was a contract that we had as a partnership with a couple of different organizations over the years, but it was a thing where they did pay through insurance through the community provider. but it was just housed on our campuses and it was actually at almost every campus like it was so I was saying it was a lot and I said it was at almost in the end. So it was a lot.

AISD-HQ-221 (Lavaca): so I just have to say that historically there's a reluctance to reach out to community resources on the part of AIP staff and I did an informal survey of the 15 schools that are in district three and I say what are your top mental health needs and they said we need people who can help our kids at tier three. So having 26 people working you all to death basically and still not being able to serve all those needs. And we have providers in the community who will provide free or lowcost services. And I was hoping we would get a response to our shack recommendation, a specific response as to why an RFP cannot be issued to these outside providers because I'm increasingly frustrated. I'm hearing from these principles in district three schools, we don't have enough.

AISD-HQ-221 (Lavaca): We've got kids who are depressed, and if the shack is not going to be listened to what are we doing? Statutoily required body and one of the only that has the ability to issue recommendations that theoretically are supposed to be considered by the board of trustees and the superintendent. So, we've elevated a recommendation last March and just think anecdotally I will say that one to 2% is a very low number or considering who actually needs services.

AISD-HQ-221 (Lavaca): I'm a pediatrician and I do universal screeners in my office for patients healthc care coverage with access to insurance and I would say in the middle school to high school age group I get at least 25% of my patients who need mental health services and if they could get those in even some of those mental health services in school it would make all of our lives easier and that's not even looking at the kids who are not getting to the pediatrician because they don't have access to health care coverage, which is a big portion of our public school population. Dr. Gallas just said the medical home for Medicaid is disappearing. So therefore, it's disappearing in this state. And so there I mean that's my patient population anecdotally, but we're talking about the whole of ISD. It's way more than one or two%.

AISD-HQ-221 (Lavaca): And so we need to get those universal screeners in the classrooms so that we can identif because if we're only identifying one or two percent we're way under reporting the mental health needs of our but also with the universal screeners if we don't have the right I think that's the fear for doing the universal screeners is we're going to find out we have a problem right and so I feel like just from my parents perspective that's what it feels like the issue is and not wanting to administer the universal screener because then it identifies the problem. It's going to identify the solution. And so I just want to

personally apologize if it feels like you're coming under fire because you're stepping into this when we've been having this conversation for a long time. We need some mental health resources.

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AISSD-HQ-221 (Lavaca): I agree. for me at this point it's like what is the barrier to really being able to have an honest authentic conversation when I just feel like we've been chasing our tail for so long. what is the obstacle that's preventing us from being able to have this conversation with people who are invested in the outcome for our kids in this community? I hear you and I don't feel like I'm under attack because I'm new here at me. It's not your fault. No, it's not your fault. No, but in all seriousness, no, I don't know the history of the reluctance. I don't have an understanding of that.

AISSD-HQ-221 (Lavaca): and in being new, I think tomorrow will be my one month mark in this position. the district and I'll say that I've been a licensed mental health professional for many years in the district transition. so I'm not new to the district but new to the role. so me as an individual of collaboration have already started asking around what's the process to get more how can we get us so that people can come on campuses so how can we get those things in place we've done that I mean we have issued the recommendation to get theou in place have the money with prop a I moved up just to kind of help also

AISSD-HQ-221 (Lavaca): so one of the things is rethinking our strategies and having those conversations with our community that service or have free services for campuses and offering those services and getting partnerships with them where principles can choose to have those individual services. so one of the things that we were working on is coordinated school help. And so having a list of available services to campuses. So if they see, hey, our kids are needing these things, they have a list of services within the district and within the community that's free to them.

AISSD-HQ-221 (Lavaca): So they So what things that we could do on our end is those community services that we know of that are free, we can vet them to make sure they meet the council standards and have them as a list of resources while we're working on other items because we might just have to be strategic about the passion that we have for certain things and how do we make a difference while we're working on making some type of standards for mental health within the district. Leah, before you go there, Nina has been very patiently waiting. Sorry.

AISSD-HQ-221 (Lavaca): I want to bring to the conversation the profound and very well documented connection between the food that kids eat, their diet and mental health. So this is something I talked with extensively with trustee Zapata about because she comes from and lives within a community that has a lot of challenges and economically disadvantaged people. And she said to me "We can't start dealing with treating, healing people if we're not even looking at their food because we can do all the counseling and all this other stuff, but they're still eating this food which makes them more aggressive, affects their moods, affects their performance, affects their ability to concentrate and focus in school. All these things that a lot of people don't realize how profoundly food affects this.

AISSD-HQ-221 (Lavaca): And so I feel like if food is left out of the conversation, we are never going to deal with not all, but a big part of the root of mental illness. And so I think that what we need to do is bring education to pediatricians, principles, health and wellness departments because I don't expect everyone to know this, but I know this because This is my wheelhouse. And my mind was blown last summer when a colleague started feeding me one after another article from PubMed and science publications about how strong this connection is and how well it is known and I feel like most people are not aware because they're just not trained in that.

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AISS-HQ-221 (Lavaca): And so I want to find a way for us to help all these, entities by bringing education that can then be passed along to parents who for sure don't know and have no idea whatsoever. So I wonder if there'd be a way to provide you and your department with that kind of information so that you can review it and then be able to communicate it to the parents of children or if they're old enough to children themselves. So I wonder how you would respond and as a pediatrician Juliet how you might respond. I mean I think of course nutrition is a really important part in the whole child picture. I think specifically when these counselors are so strapped for time already, I don't think that we should put nutrition counseling on their plate.

AISS-HQ-221 (Lavaca): at this point in the game. I think that's sort of a se I mean it's obviously a whole child the looking at the whole child is always important from a pediatric perspective but from a specifically AISS mental health perspective I think nutrition counseling should not be something that's added to your place it's a separate service I do want to say though really quickly that what Francina talked about was coordinated school health which is a way we can pull it all together process of trying to pull it all together and that is what we are working on as a department to provide better resources for our campuses to do more coordinated school health on their campus.

AISS-HQ-221 (Lavaca): So on a campus, the food services people and the mental health people could do something great. But that's the kind of thing that comes with that coordinated service that is part of the conversation. Universal screeners, one of the things that you might screen for is food insecurity. When children have food insecurity, they are more likely to have mental health concerns. when they have food insecurity, they're more likely to make poor food choices that might not be great for their mental health. So, I just want to jump in. So, there was a extremely wealthy kid who came to school with a box of cereal every day. And the director of the school who I was friends with said he's bouncing off the walls. His behavior is horrible. And so, I was coaching the mother to replace those food with dense foods.

AISS-HQ-221 (Lavaca): And the kid who was an unbelievable transformation became able to focus, concentrate, stay in his seat, be respectful to teachers and students. So I completely disagree that this is something separate. I think the food you have that morning depends actually affects how aggressive you are in school during the school day. So this is not something where let's get their mental health up to a certain level and deal with the nutrition. To me, that doesn't make any sense at all because it's a food that they're eating that's causing a lot of their mental health or at least exacerbating it. And this is borne out in tons of studies. I think that mental health is a very multifactorial thing and it cannot be boiled down to one factor like eating too many Cheerios. But certainly food is a part of the whole child. We're about to hear a lot about that.

AISS-HQ-221 (Lavaca): I just miss forgive me. Sorry. I'm so bad. Yeah. I just wanted to answer your question that the grant that I was referring to would have funded mental health care services through August of 2026. Thank you. That helps a lot. And there are probably tons of grants out there. And so, when we do come across different grants, if you send it to us, we can also send it out to various departments and it be like, hey, not sure if you realize this was out in the world.

AISS-HQ-221 (Lavaca): and we could, forward things because we do have a grants department that helps departments write grants. So, I'm not sure like I mentioned earlier why certain department didn't apply for it. But, if we do come across things, we can definitely share it out and just make people aware of, hey, this money is out there if you're willing to or, put in the work to get it.

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AISD-HQ-221 (Lavaca): and I mean I will say that when the mental health subcommittee was doing the research prior to writing the recommendation to the superintendent and the board of trustees we met with several community providers and I know that with the district's current budget deficit adding the addition of writing grants would be an ad on people who are already working to their limits and several of the community partners that we met with said that they would have the capacity to be able to write the grants that would help to fund the service. So, it's not like, just bring us these grants and we'll decide whether or not to pursue them.

AISD-HQ-221 (Lavaca): if we could get a response to the recommendation to write an RFP, to have a community partner, there are community partners out there who are willing to do that grant writing work to take some of that load off of the district. So, when we're talking about really wanting to partner, it's like I don't want to speak for everybody, but I understand my husband's been working in the district for 21 years. I understand the capacity limits of the people that are working here and so it really is coming from a place of wanting to help to increase that capacity. Missed the last meeting. Have we still not gotten any kind of response? We're happy to get it today. We're not Dr. Reach was on the agenda and we didn't Okay. Thanks for that. Can you still get back on the agenda?

AISD-HQ-221 (Lavaca): It will remain on the agenda until we just desire information updates as often as you can possibly do it. and up until there's been a vacancy in my position as well as the I'm hoping the executive director position will be filled very soon. And so I hope that at that point we can really get things, moving and back anytime. And you're welcome to reach out to me. As you can we definitely won't always have the answers, but I'm here to take questions back. I'll do my best to get answers to the questions or get to the people that take the questions.

AISD-HQ-221 (Lavaca): Thank you. I'll move out of the hot seat now. Diane, hit it. You have a lot of hard questions. Yes. Do you want me to run your slides or do you want to do it? I can do it. Diane and I have been in mom's club together since our kids were itsybitsy and now she's all big and fancy in her role. Dr. Galas was not able to be here today, but she wanted to send big props and super love for the nutrition team in AIC. We're grateful for your knowledge and everything you do. Thank you. Just as a side note, I participate in a lot of parenting Facebook groups which can get very contentious and very one thing that is universally aged on is the AISD has the stomach.

AISD-HQ-221 (Lavaca): it's very odd to see a bunch of people agreeing on anything in this group, but this is where they do and I love getting updates from I appreciate that. so I'll get started. yes, I'm Diane Gretick. I'm the executive chef for the district. So what that means is I kind of oversee the menus, the recipes, a lot of procurement and then a lot of dirty work of broken equipment, rubbish things, dirt, health infection, health inspections, no infections. and then I do a lot of training. I do a lot of activities like this. I get out and try to just share what we're doing in our program.

AISD-HQ-221 (Lavaca): So I have presented to this group before and we have pretty good social media. So a lot of you might already know what we're all about. So this one is built around myth busting and burning questions. So these are the things that I hear most from parents and even principles. So we're going to dig in a little bit. so our mission is here. I won't read it to you, but Our number one focus is access to food. So, we are here to provide food for those who do not have access and for those who can afford to bring something from home, but we want to give them a healthier option. So, we have over 70 schools where everybody eats for free. Those are called C schools. That means breakfast, lunch, and after school meals, all of which we provide. And then we focus on getting these meals out in a way that is accessible to students.

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AISD-HQ-221 (Lavaca): So, we'll meet you in a classroom. We do breakfast in the classroom. If you're in a high school, we're now set up at doorways so that when you come in, you get your meal and go to class because it's hard to filter kids to a cafeteria on a sprawling campus where it's on the other end of the school. So, after school meals, we offer some cold, and then of course lunch is our real bread and food service by the numbers. We have 60% of our students in our district who qualify for free or reduced meals. We wish that we are feeding all of them. That's our goal, but we're not quite there. We have 114 kitchens. We do scratch cook in each and every one of those kitchens. So, if you're new here, Houston, we don't have a central kitchen, so I prefer it that way. I like that. if you like your beans, we can be like, "Hey, she made your beans." I made them.

AISD-HQ-221 (Lavaca): I appreciate the hands-on and I think that there's a lot more love that goes in when you're making it with your hands every day on site. We have a huge amount of staff, over 600 employees. this actually is not quite updated. This year we have increased participation which is something we're really proud of. So we're up to about 73,000 meals a day and altogether we do over 10 million meals annually with breakfast, lunch, and after school meals. So currently we're serving around 33% of enrollment at breakfast which is up from about 2728 previous years and about 55% for lunch which is up from 4950 previous years. So we are seeing an increase. So here's the friends robotics with them and they eat her lunch.

AISD-HQ-221 (Lavaca): so I'll just note stock photos. These are all real food, real kids. I took many of these myself. We have kind of an internal Instagram. It's called Fogo where managers could take pictures and then post it amongst a group so that we can kind of see best practices. So everything is generated from our own team. So how are School meals are funded primarily by us selling food. So, we do not receive funds from AIC budget. So, that's a big misconception. Your property taxes have nothing to do with Nothing. when there's budget increases for the district when they're asking for more money, including this latest prop A, that does not involve food service. So, how are we funded? we're fed funded through the federal government.

AISD-HQ-221 (Lavaca): And the way it works is every meal that we serve, we're given a reimbursement. So, usually people are concerned, you see a lot of things online like, "My property taxes shouldn't pay for this type of person to get a free meal." That's really not the case. the more meals we sell, the more money we bring in. a little background of where all that money goes. So, a huge portion of that is go source payroll. A chunk of it is for our food cost is increasing every year. So that's really challenging for us. And in a normal restaurant, when you go to school and learn these kind of things, finance for restaurants, you should have a third, and a third. So you can see where the bulk of our money the rest is going towards buy new oven. Some of that we've done through bonds. you have to think about the trucks, the drivers, the maintenance, the gasoline.

AISD-HQ-221 (Lavaca): we pay into the district to have our grease strap taken care of. Electricity, plumbing, those kind of things. trash services, all these are kind of like we pay Pay in a little part of all that. this is another big one. It kind of goes to this last question. Why do we sell snacks to kids? let's go back to our chart. we went a year without selling snacks to kids and mixed feedback. We did actually hear from parents who enjoyed the snack option, the allocart option to kind of round out a meal. Last year, the district gave everyone a raise. So, everyone in our department got a flat \$4 raise. So, what that did to our budget was pretty wild to be honest with we have a list here. This is starting rates at neighboring districts here. We start our employees off at \$20 an hour.

AISD-HQ-221 (Lavaca): So right off the street as a sub, you're making \$20 an hour, considerably more than our neighboring districts. The tricky part about this is we are all getting the exact same reimbursement rate. So our reimbursement rates did this with the federal government and our wages did this. So we are at a really tough point where we're now running in the red pretty much all the time indefinitely and we're looking for solutions and one of those things was we did increased participation and we're always trying to do that. The striking one here is S, who has one of the lowest rates, and they don't even participate in the National School Lunch Program. So, they're off menu. They have Chick-fil-A, they have soda, they have those Starbucks drinks. They are doing whatever they want and they are actually making a ton of money and don't have to play by any of the rules that we have to play by. And this is how they're valuing. So, take that as you will.

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AISD-HQ-221 (Lavaca): we want to value our employees. We have women who have been with us for decades. Our est I just used this for a grant. Our youngest employee is Our oldest is 76. I just saw her yesterday. Finally retiring in December. But, we also have a huge percentage of our staff who's been with us for, 10 or more years. People retire with us. So, we value them. They feel it. And part of the way we show value is by paying them. So you said that all your funding comes through the federal government, but the funding goes into the district and then the district pays those employees their checks or No, it's from us. So when they get a paycheck, it doesn't come from AISD. It is marked AISD in the corner. But we are self-sustaining. So you have a totally separate Budget and financial situation. And all of that comes from just our own sales.

AISD-HQ-221 (Lavaca): So with that money we pay for food employees benefit all of it from just our own sales. So sales are super important. going back to the snacks. So why do we sell snacks? So we can help meet in the middle of this budget issue is primarily the reason for it. we're super transparent about what we're selling. You can check this link here. Everything is listed. you might see a familiar brand. You might see Doritos, but interesting thing about food is that Doritos creates different kinds of Doritos. So they sell one kind of Dorito in Europe where they ban food dyes and they sell one kind of Dorito in the store and they sell us a different Dorito which is reduced sugar, reduce sodium, food dyes, colorings, all that kind of thing. So everything that we're buying has to pass through a test called the Smart Snack. It has to be SNS snack compliant.

AISD-HQ-221 (Lavaca): So, you might be thinking that they're getting standard stuff from the grocery store. It's different formulation. and I just want to put some numbers on it again for transparency. So, weekly we see about \$75,000 to \$90,000 in total allocart sales. So, that means all the snacks in addition to an extra slice of pizza, they like the berry cups and extra berry cups, a popcorn, all of the alle cart sales. So, when you're talking about, let's just say, \$90,000 a week times all the weeks we're in school, that's millions of dollars. Truly, we're paying people's salaries and buying our food with the sales from that. It would just put us into even more of a deficit at this point. So, snacks cafeteria food isn't healthy. everyone kind of has their own definition of healthy. If you're a vegan, you think some things are healthy.

AISD-HQ-221 (Lavaca): If you're on a carnivore diet and you're having really great success with that, you believe that that is For us, healthy is food that gets into their bodies to nourish them and not into the compost bins. So, in modern times, that means meeting them in the middle. kids don't eat super nutritiously outside of in their families and in their lives outside of school. So, we still got to find a way for the food to go in them and them get nourishment and sell food because we're relying on the funds. So, for those of you who haven't visited our cafeterias, we offer a plant-based and an animal-based entree every day at every All breakfast, lunch, after school snack. we have fresh, frozen, dried, and occasionally

canned options for fruits and vegetables. And we serve whole grains. I think right now it's 20% of our menu can be non whole grains. So, right now we chose to do that with a white tortilla. Figured we're in Texas.

AISD-HQ-221 (Lavaca): Let's get the tortilla, so we're rolling with that. This is, thankfully for the bond, we got these new serving lines. I'm a big sustainability person, so I really wanted to cut out use plastics. So, back in the day, you would have seen these cucumbers and tomatoes cuped in individual single-use containers. It's self-s served now. We like that for kids to be able to take what they like, how much they listen to their bodies. Do I want this? Do I not? If they want to take three baby carrots, they can take three baby carrots. if they want to take two scoops of strawberries, they can take it. So ultimately, for the tray to be compliant, we just need a half a cup combined of fruits and vegetables. So our staff is trained to look at that and be like, you're good. It can be any kind of combination. So this is a regular old elementary school line on a Tuesday. And this is the kind of stuff we're offering.

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AISD-HQ-221 (Lavaca): So, we got fresh bananas, frozen cherries and blueberries, fresh cucumbers, fresh tomatoes, mini salads, salads, and we always offer a sun butter sandwich in addition to hot food. yes. So, again, going back to healthy, what is healthy? balance is healthy for us and again making sure kids get fed. So, I'm really proud of. This is served at all levels. It's called the Cuban chicken bowl. It has, pork.

AISD-HQ-221 (Lavaca): So, we get our proteins primarily. They're cooked and we season them up. So, this one's got orange juice, cumin, garlic, things you'd expect in that kind of flavor profile. We make a nice little pineapple pico. These are plantains roasted. That's mango that we get cut frozen. Nothing's added to it. And then we always have dippers and a milk. do you serve this? on the other side here, we have a meal that I'm not that proud of. I didn't make anything here. I put the combination together. It's a breakfast for lunch day. It's whole grain pancakes. It's a turkey sausage. It's frozen berries and orange juice because that's what breakfast for lunch And That's the best we do is that day and lowest participation.

AISD-HQ-221 (Lavaca): so this is our challenge is I'm just gonna scoot and do a teacher vibe. So, this is the most frozen one, right? But are they getting whole grains? Yes. Are they getting protein? Yes. Are they getting a fruit or a vegetable? Yes. Are they getting the vitamins that are in a strawberry? Yes. They're getting orange juice. There's vitamins in there. They're getting a milk. but it's really challenging because the outside world is scratch cook. And we do scratch cook and we make a lot of food, but we need the kids to eat it. And on the days that we serve beef tacos, which we cut with lentils, we dropped down this previous cycle when we just looked at it while I was making the presentation, 2,100 less meals at an elementary school when we serve beef tacos.

AISD-HQ-221 (Lavaca): And there's a lot of research that says a kid needs to try something seven times to like it. I mean, beef tacos have been on our menu since the beginning of time. So, it's not that they're unfamiliar with it, it's just a challenge for us. So, I have a quick question. So, when you say lowest participation, aren't the kids who come and are planning on eating the school lunch going to not eat if they don't eat what you made? So, there's always an A and B option. So on this day it's with probably a bean burrito. I see. And so when we look at each menu item, how many take rates do we have? This is the lowest. So our feedback from our cafeteria staff is like, can you take it off? It's more labor for us and more components and the kids don't eat it. And we say, "Nope, we're going to keep putting it out there for the people that want to try it. We want to expose them. We want them to know what a plantain is.

AISD-HQ-221 (Lavaca): We don't want them to just know what a chicken tender is. So, we keep putting it out. alternative. What if you took the other one off to we always have to have two options either or make something. We would probably have the lowest participation in general. if we just offered this, they wouldn't eat. Also, we could never just offer this. We always offer a salad and a sun butter. Yes. Do you have any off the top of your head numbers about kids that eat school lunch 100% of the time versus kids that pick and choose based off menu items to it typically goes by the schools that are all free versus the schools that are an option where kids are kind of circling the days they want. Yeah. some schools will surprise you. if yall are familiar with Bear Creek, it's deep into Circle C. Super high participation. Breerwoods, great participation.

AISD-HQ-221 (Lavaca): It's kind of like running a franchise, too. if the cafeteria man manager is excellent and has really great rapport with the kids, we see higher participation. showing up on PTA nights, people knowing and understanding what we're doing. Sorry, I take too long here. I don't know if I have no idea what time it is. You're good. So, again, balance is key. So every day we're offering a salad and then every day I got a high school we will have a pizza. that's balance for us is trying to give something to everyone. Kid in my house that eats that every day. Same. It's not my kids. I know what I got one of those. So this is one that is actually dying over time, but they only serve the good stuff at other schools or different schools or schools over there and not over there.

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AISD-HQ-221 (Lavaca): So, I'll play this while I talk, It might not have. That's okay. basically what we did is get frustrated with hearing that. And we had everybody send in their pictures the day they were making beef enchiladas. And this is basically a side slideshow of almost every single elementary This is all the ladies making the It's We're making the same food everywhere. All of the elementary schools serve the same menu every day across the district. We do not pick and choose who serves what. When I first started that was happening. So we are evolved from that where manager was making the decision my kids don't like Cuban chicken bowl so I'm serving chicken tenders. That's clear that myth. Yes. so we get a lot of parent feedback. I have this cereal that I love so much I buy it at Trader Joe's. You guys should be serving that. It's the cleanest version. Why aren't you serving it?

AISD-HQ-221 (Lavaca): These are the many reasons. We have a massive volume that we do. and we have very specific serving sizes, sugar limitations, sodium limitations. They have to be able to supply a whole lot at once and they need to be able to bring it to our warehouse. We have to consider allergens. Whole grains need to be the main ingredient. They can't have certain oils. We can't have coconut. We can't have sesame is a new one that's kind of coming out. So we have a rigorous procurement process and I use cereal as the example but it could be why don't you guys use local farmers? we have 115 schools. So unless you can find us a farmer who can finance not only the volume but also the delivery to 115 schools it's not realistic. We can't do it.

AISD-HQ-221 (Lavaca): to bring it into our warehouse. We need everything unitized, palletted and in similar sized boxes that we can put into our inventory two weeks before we need it. So, the idea of seeing something at a farmers market and putting it into play is kind of impossible. I've researched it. I've sat down with farmers. It is very challenging. That's not to say that we don't serve local. We are getting stuff from the valley. we have a biamerican plan that we have to stick by. So, with the exception of bananas and pineapples, everything's coming from the US. School lunch is just frozen stuff from a Cisco truck. Nope. we take a lot of pride in our procurement process. We are part of a good food purchasing program, which gives us a lot of different kind of goals to hit. And honestly, it becomes more and more challenging every year, particularly after the pandemic.

AISSD-HQ-221 (Lavaca): we used to be able to get no antibiotic chicken from places like Tyson and Tyson's not doing it anymore. There's not a whole lot of companies that can provide us 10 million meals with a sort of boutique, specialized chicken. we have done it with our beef. We get Angus Ranch beef which is here in Texas and we bring that in and they could do it for us. we've tried with a lot of local companies. we had a deal with Empanadas you might see at the grocery store. So I worked really hard with them for empanadas. We worked really hard together over a summer to create an empanada that met all of our requirements and we were serving it and whether you've heard or not they've gone out of business. No. So They broke our contract and that's really hard for us in the middle of the year. We're trying We plan our menus a year and a half out.

AISSD-HQ-221 (Lavaca): So to have a single item because it's a small company that we can't quite rely on back out, that's hard. That makes a hole in our menu that we need to fill. So yeah, you guys have asked to see these slides. You can go into this pancakes total. So this is kind of what we are doing locally. do we use Cisco? But it's in addition to 80 different vendors. So, we are picking and choosing. I will bring in chicken tenders and go to two different four. Two on one south, west. We got to get all the pallets and we test out the chicken tenders and we say, "Which chicken tender do you like the most?" And that's what we bring in. so we're choosing individual products to bring into our warehouse. It's not like a check off the list. We rely heavily on government commodities.

AISSD-HQ-221 (Lavaca): So that just means that farmers all get together, they pull all their blueberries, they put them in a box, and we get a good rate for that. So, here's just an example of some of the local things we're doing. And like I said, unfortunately, it's harder and harder to use the small companies. We were using gluten-free yourself as for our bread, a local bakery. They went out of business. So, now we're kind of back on. It wasn't our preference, volume reliable. and so yeah, here's just some pictures of our staff making real food. like I said, we've got a lot of people that have been with us a long time to get invested in good equipment. We've got tilt skilletts. We've got convection ovens. We're making some This is homemade barbecue sauce on What's her name? Yeah, I can tell She works at Houston Elementary St. This is St. Elmo. Okay.

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AISSD-HQ-221 (Lavaca): She was at Ann Richards, but she moved and I don't know where this one is. Okay, so We got a grant to get an apple core. So, they're making the apple crisp. This is fried rice. This is granola for our parfets. And this is barbecue sauce. Love you. I'm hungry. I'm like, who are these people? They need my friend. so to Nina's point earlier we are not required to serve protein by the national standards for breakfast. We choose to. We have had parfets and smoothies on the menu for years. We just reduced the amount of time we served parfets because no one's eating their parfets. We need them to eat their food. We need participation. And parfets have been on for about eight years. Smoothies have been on for about eight years.

AISSD-HQ-221 (Lavaca): We kind of know now it's just not working. Do we offer them still? Yes. at middle schools where they have a lot more options. Breakfast in the classroom, it's laborious. It's hard to be consistent. And so it gets cut. Okay. The meals are too small. Kids need more food. This is a classic. And I did this even with food that are not the most impressive things, but this is the picture you see on social media is this is all they gave me. And technically this is a compliant meal. This is all a kid technically needs to take. They have their half a cup of vegetables and they have to have three components. So the cheese counts as a meat alternate. So that's a protein and the bread and on the crust is a grain. So by government standards that counts. Ketchup is not anymore.

AISS-HQ-221 (Lavaca): So, for this one, I did the most basic version where you could get is did you pick up your carrots? Did you get your tater tots? Did you get your milk? Did you get your fruit? Did you get your other fruit option? And this isn't even the best we have to offer. But at minimum, we always have more. It's just does your student take it. So, if your student says, it's not enough food." It's like, "Was there you eat it?" So, it wasn't covered in cheese. Yes. this is a major national misconception that we're always trying to fight. So if you took the whole tray here's what you have. And when I write the menus I try to do things that make sense so this is mac and cheese and chicken and if your peas fell into your mac and cheese it would be delicious. so I put that together. this one I do like a barbecue theme.

AISS-HQ-221 (Lavaca): So, this is a biscuit, barbecue chicken, pasta salad, but we've got feta cheese in it, and baked beans. it's a meal if you take all the things that make sense. This is just a wrap. And that's hikima and cucumber with chili on it. spaghetti meat sauce. Comes with broccoli. Again, if your broccoli got in your marinara, that's tasty. So, these are the full meals. I take these I usually eat at Travis because it's around the corner from my office. at some of the local elementary schools and I always take a picture. It's like There's no games here. if they don't eat their apples, do they get thrown away? We have a share table. So if so anything that's packaged or a whole fruit, we have a share table and it's got a little ice tray on it and periodically we'll go back out, wash it, and it goes back into your rotation. That's great.

AISS-HQ-221 (Lavaca): the thing we can't really do that with is VIC, breakfast in the classroom is a little harder because of time temperature issues. how can we help? so what we don't need is your recipes or your recommendations from I've got I've got the recipes. You sure about that? I've got the ideas. our procurement is nothing that you can do on your own. we've got a fourperson team dealing with procurement. this is where we really need help. Lunchtime advoc advocacy. Particularly at high schools. Yeah. We have two high schools in our whole district that offer two lunches. So, my own kid who I have my kids eat lunch every day because I'm like, this is the family business lunch and breakfast. Send me photos being I've been in line for 15 minutes. I'm so hungry. The lines are so long. on average, a high school student has 39 minutes to eat.

AISS-HQ-221 (Lavaca): So, we hear a lot of push back from principles "You guys got to get these kids through the line." When we pull up our number of students who have put their number in in five minutes, you're not going to go to anywhere in the city and get food served faster to 700 kids. We've got things packaged so they can get out the door. We need more lunches. principles are very resistant. It's hard to schedule around and there's equity issues. They want to be able to have clubs because kids can't come early and they can't stay late. Totally get it. Everybody has their priorities. But these kids need time to eat. And the bottom line is if you're eating real if you're trying to eat a trip chicken drumstick pasta salad and bite through an apple, you need time to merate your food and eat real food. If I give you a juice box and a bag of chips, that's gone in two seconds because it's not real food. But these kids need time to let's see.

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AISS-HQ-221 (Lavaca): Yeah, that's the gist of this one. We really need more time. So, if you want to do advocacy work, push your principles to give us more time. And at the schools where we have two lunches, we have much better participation. It just makes sense. the kids are too intimidated intimidated, is the wrong word. They don't want to be annoyed standing in line for half the lunch. That's just the bottom line. another thing you can do is donate to our negative balance fee. So, what that means is in AISS and really nationally at this point, we never reveal a kid's status if they're free reduced. We never ever take a tray away. What that means is hundreds and hundreds of kids eat every day for free. So, that could be because their parents never filled out the paperwork or it could be because they have the funds but they're not

putting it on their kids' account. So, we have tons of kids who run in the negative consistently for entire years.

AISS-HQ-221 (Lavaca): and that gets paid out of our same very limited budget. So, we've been super fortunate in past some local churches and nonprofits have helped clear that. when they don't, we just pay it from our budget, but it could be upwards of \$3,000. So, that starts to dip into things. And then, yeah, the number one thing you can do is choose school meals and have your kids eat with us. it helps destigmatize things during the pandemic when everybody ate for free. It was really remarkable how much participation we had and how much that helped destigmatize what eating school lunch is. just a couple notes, we have a really, really excellent staff. You might know Mr. Frank at your school. they know their kids. They really do have a passion for what they do. And, yeah, we're trying to balance feeding kids and doing what's best for their bodies. I have a question.

AISS-HQ-221 (Lavaca): how often is chocolate milk offered at school? So, I should have put this as a mythbuster. So, at high school it's every at elementary school and middle school every day. At elementary schools it's on Mondays. And what's the participation in the white milk versus chocolate milk? how much more do they drink on chocolate milk day? Quite a bit more. and we don't serve it breakfast. We draw the line at breakfast. Again, a lot of these things you could do a lot of things and we're choosing not to do all the things. we have two dietitians on our team. One is our number two and one is the dietitian. And their thought on chocolate milk is that there's still nutrients going in there and ours is And the good thing that is a reduced sugar chocolate. It's not like the Hershey's. No. Yeah.

AISS-HQ-221 (Lavaca): So, all the things still have to fit under our crazy nutritional standards. is there sugar in it? Yes. Yeah. And when you say reduce sugar, that just means there's less sugar and not other artificial sugar. So, less sugar than the chocolate milk that we're buying it. Yes. Yes. Okay. In fact, they brought us some jugs to try of an orange milk and it was horrendously high in sugar. Yes. Yes. do you know what kind of oil oils are used in cooking? we use soybean oil right now. Yeah, Do I have that right? Yeah, I think we're doing soy oil right now. and then our butter at Wixer is a vegan butter so that we can make sure that everything that has vegetables is automatically vegan. We do the same thing with our stock. We only use vegetable stock so there's no chance that it can be tossed in with green beans and suddenly stop it. Yeah. Quick thing, allergens. We have a system for that.

AISS-HQ-221 (Lavaca): We cover all the allergies and then we also offer vegan when needed. I want to give you kudos for being very innovative. I'm a former for former middle school teacher and many of years of lunch duty and I'm about to pass out just looking in the various trash cans and seeing all the food that's being wasted where particular districts don't allow kids to share.

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AISS-HQ-221 (Lavaca): So the only thing they could put is milk and packaged breakfast cereal and everything else goes in their trash. So being clear we kind of have the same rules. Open week if you don't know what's happened to it. But giving them these multiple options is a start where it's not okay You can only get one serving of this. Don't go back, don't ask for anything else, but being thoughtful about the needs of the students, appreciate that thought going in and seeing what can happen in the cafeteria and bringing a new lens into what's happening on campuses dealing with food nutrition. Here's our social media.

AISS-HQ-221 (Lavaca): we have a lot on social media and there's some mythbusters on there. questions? any myths I can bless you? Thank you for Any items from members? Is this for her or is this general? I

would just like to remind everybody if it's not on the forefront of your mind that everyone who lives within AISD boundaries has a runoff election on their ballot. There's an early voting and then voting is early voting the 2nd through the 10th I think and then voting it's on December 12th. It's going to be a really low information race.

AISD-HQ-221 (Lavaca): every single solitary vote counts. Please get out and vote in your district 8 race and encourage everybody to go out and do the research about the candidates and vote in the district 8 race. Thank you. Very important. What's the plan about nominations and co-chairs? That is an excellent question. Yeah, I'm glad you brought that up. I was coming. So, there's some still working on some things. so please forgive me with all of the emails that I sent out. I know it probably was a little frustrating because even reading the bylaws is still like, wait, What's going on? We have to do what?

AISD-HQ-221 (Lavaca): So, there's no elections, but if you're interested in being future chairs, you can email me and I'll submit your names to the trustees and they will select new chairs going in. Now, because it's in the middle of the year, it's kind of a odd time to go through and have new co-chairs. So, on the back end, I'm working on still having our chairs in a tor kind of mentorship where when the new chairs come in, they're still here or having at least one of them stay on and we have a new and old some kind of capacity.

AISD-HQ-221 (Lavaca): because it's just odd having this rotation now. So, we're still working on the back end, but of course, we have to follow the bylaws, but whatever is in reason where we could kind of still have some type of normacy going into the rest of the year because bylaws say we have to change the co-chairs. We do. there's term limits and we've never followed them before. We're gonna follow them now. And the bylaws were updated in 2023 and when they were updated in 23 they changed the terms a little bit. So whereas it used to start on a school, it used to be a school year. They matched it to the trustees come on in January, which is when they're supposed to appoint new people for the shack.

AISD-HQ-221 (Lavaca): So, I understand the thought process behind it, but it's just weird that that's what because that wasn't the case before 2023 and so we haven't done that before. I don't think we approved that here either. I don't think the bylaws came through yet. I think it's a board policy, It's not bylaw, but we should have reviewed it and I have a question about the trustees making a decision in January because the D8 race is not going to be decided. So, are we going to ask the sitting trustee for D8 to make that decision or are we going to wait until the new trustee?

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AISD-HQ-221 (Lavaca): getting trustees will make the decision in December because in January the new members come aboard and so we have some members that term is also ending in December and we also have a couple of vacancies so we'll have some new members coming on board for our January meeting and so hopefully we'll have everything straightened out before then but it will be the sitting trustees in December to my understanding that would not be the new district 8 trustee that will be the district 8 right because yes and so everyone that's currently a member and your term is not up even though there's a change in your trustee you'll

AISD-HQ-221 (Lavaca): still be a member until your term. And so if you're finishing your first term, you can request so if December you're finishing your first term, you could request to extend for another two years to do a second term. And so I think we have a couple of people that are on that list as well. So, there's a couple of three changes that are going on at one time. So, just kind of bear with us as we kind of sort some things out because like I said, it's a odd time to have this adjustment.

AISS-HQ-221 (Lavaca): And so as we're going through things and working with some of our leadership to make some things happen, we're just be a little flexible, but we'll try to have everything in place at the January meeting, which is on the third Wednesday, January 15th. Okay. I appreciate This is helpful. and I can't remember if that is we said we were going to a school, but I don't think we're going to a school. Yeah. So, we'll be here.

AISS-HQ-221 (Lavaca): So, as far as chairs, we are still in place until we figure out let's say your term will end, but we're going to work on some type of mentorship or extension or something. cuz officially it has to end. But because it's a odd time, we're going to have to work out something because we can't have two new chairs because there's, additional work that's happening like the end of the year reporting.

AISS-HQ-221 (Lavaca): just different things that chairs are solely responsible for that you guys need to be there to help transition because we don't have a meeting in December. So it's like we don't want you just to disappear and now we have one or two new chairs and then it's like we're kind of having to start the work over. I wouldn't be setting anybody up for success and nobody's going to stand in the positions of chair without some support. Exactly. So, we need to work on having some type of formal transition where it's not like okay bye y'all going come on in new people. And so, unfortunately I haven't been able to work it out with my direct leadership.

AISS-HQ-221 (Lavaca): And so once we get everything worked out, we'll make things very clear. But we don't want all the hard work you guys have been doing and the hard work you guys have been doing just to be like kick you guys out. bye. See you later. We just do happy hour sometimes on Wednesdays. And so there's what it looks like. I don't completely know, but we need to have some type of support, transition, something in place. I just can't speak on what it will look like cuz I don't directly know and I don't want to give a concrete answer and then it's like nope, that can't happen. Okay. Okay. Yeah.

01:25:00

AISS-HQ-221 (Lavaca): but yeah, but I know we want to make sure that there's some type of support in place. Thank You're If you want this job, please let us know. It's a lot like ducks. The top looks real smooth. There's nothing smooth underwater. Anything else for members? Okay.

AISS-HQ-221 (Lavaca): And we can't vote on any of our things, You have I think we have It's 10. Meetings. Then it's 10. Unless we had Anybody drop off or whatever. He was 10 last time. As a district person, I'm part of the No. But We don't know. Are we able to vote? Who's What's on second? I don't know. do you want to adjourn us? yes. I will adjourn Nice try. 7:34 p.m. Thank you, everybody. every

Meeting ended after 01:26:22 🙌

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