

PERRY TOWNSHIP SCHOOLS
Perry Schools Discussion Notes
May 11, 2017
PTEC Room 210, 4:10PM:-5:00PM (Approximate Time)

ATTENDANCE

Administration: Bob Bohannon (PTEC), Vickie Carpenter (PTEC), Rhonda Jones-Jointer (PTEC), Brian Knight (SHS), and Whitney Wilkowski (ALE)

PEA: Cathee Cullison (SHS), Neil Linville (PMHS), Kyle Hanefeld (GV), Matt Henninger (PMHS), Dan Oblon (WVE), Leslie Preddy (PMMS), Rebecca Rissel (GV), Nancy Tatum (PMHS), and Diane Turpen (PMHS)

Teacher Contract Pay

Pay date for evaluation incentive money will be June 23, 2017. The incentives are as follows:

TAP Rated 4.0-5.0	\$600
TAP Rated 3.0-3.99	\$400
TAP Rated 2.26-2.99	\$200

To receive the pay, teachers must be employed by Perry Township Schools on Dec. 1 provided that they have had at least 1 evaluation during the school year.

Pay Schedule

PEA and Administration discussed number of pay weeks when Perry Township Schools started the balanced calendar. For the upcoming 2017-18 school year, the first pay on a 26 pay schedule would be September 1, which means teachers would work 6 weeks before receiving a first pay for the school year. Administration proposes to move this pay to August 18. For the 2016-17 school year, August 4 will be the 25th pay and August 11 will be the 26th pay. If pays start on September 1, teachers will go 3 weeks before getting a pay; the proposed move of pay date to August 18 will help teachers financially. The 2017-18 school year will have 27 pay dates due to this change. This is a large pay adjustment that will affect last pay prior to retirement. When a teacher retires, he or she will receive 4 pays rather than 5 pays. This is a one time corrective action to the pay schedule that won't be needed for a very long time

All employees will be on the same pay schedule for the first year of this change. In the future, first year teachers may still need another pay in the schedule so that it is not too long before a first pay. The weird year when one pay period is 3 weeks will still happen periodically .

Debt Collection Policy

Neil Linville stated that media specialists were concerned about end of year collection policies. A school district directive stated that IMC debts are only supposed to be given to the treasurer if they are over \$50. Media centers have mechanisms in place to keep student debt well under \$50, so Media Centers are losing materials due to student lost and damaged books.

Mr. Bohannon, speaking for Mr. Bagley who was at a conference, stated that there is a \$6 fee for to the collection agency from proceeds recovered from collections. Legally, Perry Township Schools is limited as to what can be done as diplomas cannot be held back.

At the recent School Board meeting, cafeteria debt collection was discussed. Only 40% of students are eligible to pay for lunch since Perry Township schools has 60% of the population is on free or reduced lunch. Only 30 % of the students who are supposed to pay actually pay for lunch. The remaining debt is sent to collections for payment recovery.

Leslie Preddy spoke about the importance of having new books on the shelves for students. She cited research showing that students favor books over ebooks and reading on devices. The loss of books in the media centers

limits what is available to students.

Neil Linville stated that it would be interesting to compare literacy levels before cost containment to now and look at ways to bolster literacy levels at elementary levels.

Bob Bohannon stated that Administration will reach out to media specialists and others in the district who handle debt collection to meet with Mike Bagley about debt collection procedures.

End of the year teacher survey

End of the year teacher survey will be available to teachers on May 17 from 7AM-5PM.

This year, teaching staffs at most buildings had 23 weeks of Cluster during 33 weeks of school. Buildings that have fully implemented TAP had 27 weeks of Cluster.

Teachers were concerned that they did not receive as many PGP points for Cluster as they had in the past.

Teachers must keep track of PGP points for License renewal. Principals recommend that teachers chunk their Cluster PGP points rather than track each individual cluster. High school principals keep track and provide a PGP Certificate for Cluster at the end of the school year. PMHS Master Teachers keep sign in sheets and puts information in a spreadsheet. At SHS, Master Teachers keep track of Cluster attendance on a Google Sheet.

Rhonda Jones jointer stated that there are 100 or less teachers who need to renew teaching licenses for next year.

Evaluations

Due to the addition of the teacher end of year self score, the formula for the total end of year TAP evaluation score was adjusted to include the additional score. If the evaluator's score was higher than the teacher's self-evaluation, the evaluator's score was used twice to determine the cumulative TAP score.

Bargaining

Preliminary bargaining meetings will be held this summer starting on June 6. Due to changes in Indiana Code, schools cannot settle contracts until September 15, which is later than in the past.

Therefore, school will be in session for a few weeks before the contract will be finalized. Any raises negotiated will be retroactive with back pay distributed a couple of weeks following settlement.

Possible Changes for Perry Township 2017-2018 School Year

PEA leadership inquired about what changes to expect over the summer since there were significant changes over the summer last year -- Evaluate, Kelly Services, and TAP. PEA leadership stated that the group will convene if discussion about changes is needed.

Rhonda Jones-Jointer stated that the human resources department will complete digitizing personnel files. Employees will be able to view and print personnel files (they will not be able to add to them.). Principals and cabinet members will be able to access files for all their staffs. Screen shot instructions will be provided.

Mr. Bohannon stated that new legislation requires every teacher will need to have training in two areas: gang information and suicide identification and training. Administration has yet to determine how and when training will be implemented. High schools are also mandated to offer Indiana Studies class and Ethnicity / Culture class.

Any staff member must report suspected child abuse to CPS right away -- before informing the school principal.

DOE now requires all WIDA placement testing to be completed online.

End of Year Appreciation

Neil Linville thanked everyone for attending PEA Discussion meetings He also thanked Kyle Hanefeld and

Rhonda Jones-Jointer for chairing the meetings. Mark Madden will be the PEA Discussion chairman next year.