

METROPOLITAN SCHOOL DISTRICT OF PERRY TOWNSHIP
PEA DISCUSSION MINUTES
November 14, 2013

Attendance: Rolland Abraham, Mike Bagley, Bob Bohannon, Marta Buehner, Sue Buscemi, Danielle Brooking, Cathee Cullison, Steve Dawson, Kyle Hanefeld, Matt Henninger, David Henriott, Rhonda Jones-Jointer, Neil Linville, John Ralston, and David Rohl

TAP Update

Bob Bohannon stated that no further discussion has taken place about the teacher assistance plan. He said that Administration wants to work together with PEA to agree on a plan for this year or for next year. Administration will work with handbook team on this issue.

This year a 5% Teacher Responsibility Survey score, determined by an evaluator-completed survey concerning a teacher's Cluster attendance and participation, will be added to the summative TAP score at the end of the year. Bob Bohannon stated that this score is somewhat subjective. Master Teachers are to be logical and rational in using the TAP Handbook Teacher Responsibility Survey rubric. The Teacher Responsibility Survey score is new to Administration as well as to teachers. Administration and PEA will both work to communicate this scoring change and its ramifications to staff.

Teachers won't be able to calculate an exact evaluative score until they add in the Teacher Responsibility Survey score at the end of the year. To determine the final score: TAP Teacher Responsibility Survey x .05 + Evaluation x .95 . A calculator spreadsheet that includes the Teacher Responsibility Survey will be created and distributed so that teachers can determine their own final evaluative score before going into final conference.

Pay-Stubs

Steve Dawson stated that many teachers have questions about items on the pay stub. He asked if a handout could be created and given out to explain the items on paycheck stub. Mike Bagley stated that this could be done. One solution may be to put a number or letter by items on the pay stub with a legend at the bottom. Steve Dawson asked if information that is not needed on the pay stub be taken off to simplify it. . Mike Bagley stated that "M" next to a category means employer paid item. Payroll department is still making changes to the look of the stub due to system transfer and changes in laws. Insurance needs to be listed on the W-2 now due to a law change. The personal day category, which has been incorrect on stubs due to system transfer, is being corrected. 401 A will be called VEBA on future statements. Steve Dawson stated that Perry Schools provides a generous benefit package that teachers need to be able to see by looking at their paycheck stubs.

Open Enrollment and Benetrac

Human Resources (HR) department is conducting sessions to help employees create accounts and learn how to use Benetrac, which started a week ago and allows 24/7 online sign up and access to benefits from home or school. Rhonda Jones-Jointer stated that she can determine from the system whether or not employees have finalized benefits selections. She encourages employees to go to the help sessions, which will be ongoing throughout the year, and tell others about them. Neil Linville stated that he appreciates the sessions. All employees in the Human Resources Department have been trained in using the Benetrac system and want to help staff. Rhonda Jones-Jointer encourages staff feedback and suggestions concerning Benetrac as she communicates with the company, with whom we

have a three year contract. Call the Human Resources Department with questions and /or feedback about Benentrac.

Open enrollment will be yearly now due to changes in health care laws. This means that staff members do not need to wait for a qualifying life event – marriage, divorce, birth, adoption – to change offered benefits plans. Jones-jointer stated that teachers do not need to reenroll if they have the offered health plan that they want.

Next meeting Dec. 12 at 4:10PM

Respectfully submitted by Diane Turpen