PERRY TOWNSHIP SCHOOLS
Perry Schools Discussion Notes
November 3, 2016

PTEC Room 210, 4:10PM:-5:00PM (Approximate Time)

Rolland Abraham (PMHS), Mike Bagley (PTEC), Bob Bohannon (PTEC), Vickie Carpenter (PTEC), David Henriott (RPE), Rhonda Jones-Jointer (PTEC), Brian Knight (SHS), David Rohl (GV), and Matt Willey (PTEC)

Amanda Colbert (MB), Cathee Cullison (SHS), Steve Dawson (PMHS), Kyle Hanefeld (GV), Matt Henninger (PMHS), Neil Linville (PMHS), Mark Madden (ALE), Rebecca Rissel (GV), Nancy Tatum (PMHS), and Diane Turpen (PMHS)

ISTEP Data

Teachers have had difficulties in accessing last year's ISTEP data through Pivot and Learning Connection. Matt Willey reported that he has contacted Pivot and has a work ticket in with the Indiana Department of Education concerning Learning Connection. Access to data through Pivot will most likely be available soon since we contact them directly and the company is working on it. Most likely teachers will not be able to use Learning Connection to access last year's data but will be able to access this year's data next year. Matt Willey stated that he was grateful that Kyle Hanefeld brought this problem to his attention as he was unaware of the issues.

Internal Controls – 9 Minute Video

During the last legislative session, the Indiana Legislature enacted laws requiring all government agencies, including schools, to establish a system of internal control for accountability and transparency. Indiana Code now requires school corporations to pass policies to be in line with the State Board of Accounts to prevent fraud and errors. Since all employees handle assets of the school corporation, they are now required to watch a 9 minute video about handling school assets once during employment with Perry Township Schools and sign that the video was viewed. Rhonda Jones-Jointer will have new employees view this video and sign the viewing form. Another change the Perry Township Schools Financial Oversight Committee made to be in line with the new laws was the segregation of duties. The treasurer is no longer the only employee who handles money; employees collect monies for their own programs and extracurriculars.

EL Teachers

At the November 14th Board of Education meeting, Vickie Carpenter will ask for approval to add five EL teachers to the district to alleviate the teacher of record ratios at six struggling schools. The additional EL staff will create a more ideal ratio of 80:1 to 100:1.

Current teacher of record ratios:
DM 134:1
GV 181:1
HB 166:1
HE 169:1
MB 239:1
WV 143:1

The General Fund will be used to pay for these new EL positions. As the kindergarten buildings open next year, those hired for the new EL positions will be shifted as needed; this will be explained in interviews.

High Ability Program Review

A consultant from outside of the district met with teachers and administration to review school district's high ability program and to suggest improvements. A district high ability advisory group looks at this programming regularly. The number of students qualifying for high ability grouping has increased recently as Perry Township Schools has realigned entrance expectations with those of other school districts. In the past, the district has been more restrictive concerning inclusion in the program than other school districts in the area.

Kelly Educational Services – Procurement of Substitute Teachers

PEA members expressed great concern about the use of Kelly Services to procure substitute teachers, which started the week after fall intersession. Concerns include the following:

- Teachers are still getting emails to cover classes, so the problem is not solved.
- Perry Township Schools is paying much more for substitute teachers but we still have the same situation. Fulfillment rates have not improved to 90% level verbally promised by Kelly (**Kelly does not have a guaranteed fulfillment rate**). In fact, one elementary school had 50% fulfilment on October 24 and 25.
- Cost of Kelly Services, paid from the General Fund, is exorbitant.
- Due to situations during this first week, PEA has questions about the quality of the substitute teachers employed by Kelly Services. For example, one Kelly sub arrived ½ hour late at 8:45AM and did not show concern about being late; the substitute then falsely reported arriving at 8:15AM.
- Kelly substitute teachers do not have loyalty and pride for our schools.
- Teachers have to make too many arrangements themselves to arrange for a substitute teacher, which is stressful in many situations (example: sick child at home).
- Great substitute teachers that have been retained by schools prior to hiring Kelly Services -- former parents, community members loyal to their school, and retired teachers --have communicated that they do not like the Kelly Services procedures and do not wish to be employed by the company. They just want to help the school and the teachers without hassles.
- Substitute teachers who have served Perry Township in the past have reported that Kelly makes too many phone calls.
- Online Procedures to procure a substitute do not match what was presented by Kelly Services.
- Communication issues - If a teacher does not get an email, is the class covered?

Neil Linville stressed that he has been opposed to using Kelly Services because the greater cost is not justified for the product that we are getting; the general fund money used for this was never addressed in formal bargaining.

During the first week of using Kelly Services (Oct. 24-28), the average substitute teacher fulfillment was 84.1%. The highest fulfillment day township-wide was 91.8% while the lowest on Friday, October 28 was 78.6%. Rhonda Jones-Jointer reported that township-wide fulfillment on November 3 was "in the 80s".

Rhonda Jones-Jointer stated that she supported the decision to employ Kelly Services. She also suggested that after a two-week break, we wouldn't have as many absences as we had the week after fall break. She stated that we have only used Kelly Services for a week and that we should anticipate glitches at first. She stated that Kelly Services has been proactive in training. She has studied this issue for the last two years and asked the company many questions. She stated that many area school corporations have employed Kelly Services and have renewed their contract, so they must be getting the job done. She stated that Kelly Services has gone out of their way to do demonstrations and accommodate requests to make a smooth transition and that the company has added 150 new positions to accommodate the addition of Perry Township Schools, and they have

the mechanisms in place to recruit substitute teachers: job fairs, library postings, Facebook etc. She stated that the school corporation does not have the staff to secure and retain substitute teachers nor can we provide incentives and benefits for them.

Neil Linville reminded Mrs. Jones-Jointer that teaches who have sick or personal days will use them as necessary, no matter when that need occurs. He and PEA representatives suggested other alternatives to using Kelly Services. Teachers and staff could be offered a financial incentive not to miss school; Decatur Township does this. Another option would be to retain our own substitute teachers and pay them more than other districts. (Some local school corporations pay substitutes $70 per day. Lawrence Township is now paying $80 per day. Decatur Township is paying $90 per day.)

New High School Course Offerings for 2017-2018
Mr. Bohannon will take the new high school course offerings to the Board of Education for approval on November 14.
- Computer Tech Support (Grades 10-11)
- Digital Applications (Grades 9-12)
- Electronic Music (Grades 9-12)
- Introduction to Computer Science (9, 10)
- Early College - Speech / Communication (Early College only)
- Early College - Pre-Calculus, Math (Early College only)
- Early College - Music History and Appreciation (Early College only)

At this time Early College is only offered at Perry Meridian High School

Next meeting will be held December 8th at 4:10PM

Tabled Issues:
- Evaluate
- Exit interviews- reasons for leaving
- TAP changes