

Discussion Team Meeting Notes

November 2, 2017 4:00 PM – 5:15 PM

Teacher Handbook

HSEA asked for clarification for Professional Development and Faculty Meeting language in the Teacher Handbook. Currently up to seven professional development sessions may occur outside contracted time. Buildings do not have to have seven. The length of time is approximately one hour or less.

Administrators may conduct up to one faculty meeting per month. Those meetings are approximately one hour or less.

HSEA inquired whether meetings could be scheduled during the thirty-minute duty free lunch between 10 AM – 2 PM. HSE Assistant Superintendent Dr. Beresford indicated no mandatory meetings can be scheduled during the duty free lunch. However, he indicated teachers may choose to voluntarily meet.

Dr. Beresford indicated the revised handbook, evaluation handbook, and professional agreement will be sent to teachers soon.

Teacher Evaluation Model Revision

Dr. Beresford indicated a team of administrators and teachers will start working second semester to revise the Teacher Evaluation Rubric (TER). He indicated administrators had an interest in having the rubric be more of a talent development tool. The committee will be 50% administrators and 50% teachers.

Teacher Lunch Accounts

Director of Educational Technologies Jeff Harrison has volunteers testing e-funds for teachers for lunch accounts. Teachers would pay a \$1.00 transaction fee to the vendor every time they make a deposit as parents do when depositing funds for their children. To access funds, deposits must occur the previous evening before 11:45 PM.

Substitutes

HSEA followed up on this issue from the previous month and inquired about unfilled building sub positions. Human Resources/Student Services Director Gary Zgunda indicated the district had five or six vacancies for permanent subs. He indicated 11 – 12 vacancies exist for floating permanent subs. Most recently, he had seven applicants and offered positions to six people. Only one person accepted the position. We currently have 374 people in the pool including subs for secretaries, nurses, and teachers. Between 21% - 24% of the subs work daily.

During this meeting, Mr. Zgunda indicated that over 100 people have indicated they would be absent Friday, November 3. He indicated he was most appreciative of folks who request two or more days in advance. Most likely if people call in the morning of the absence, it is difficult to obtain a sub.

We discussed salaries and offered suggestions to make the position more attractive. Mr. Zgunda compared it the \$80/day permanent sub salary to the \$107/day IKEA package. Mr. Zgunda indicated the posting was up and notice still appears in newsletters.

Early Intervention Grant

Elementary Education Director Dr. Stephanie Loane indicated the district hopes to receive the Early Intervention Grant it had received last year. The grant concerns remediation in grades 1 and 2.

If grant is approved, each 1st and 2nd grade classrooms would receive the following resources.

1st grade --160 titles for leveled library – science focus --lower leveled readers – per classroom sections

2nd grade--125 titles for leveled library – science focus --lower leveled readers – per classroom sections

Cords and Bricks

Families at the end of the year who have kept their iPads at school this year will receive an email FROM THE CLASSROOM TEACHER stating that these have been sent to their home. This will serve as verification that the bricks and cords were sent.

Over the summer of 2018, technology will be outfitting carts for iPads that stay at school with bricks and cords that will remain at school at all times.

Field Trip Transportation

HSEA questioned the procedure for student performances that need to occur beyond the 9:15 AM - 2:15 PM time. Dr. Beresford indicated daily 15 - 25 routes a day remain uncovered. HSEA inquired who paid for the bus if outside contractors needed to be hired to transport teams. More information will be forthcoming.

Calendar

HSEA shared preliminary trends of its calendar survey and inquired about a timeline for board action. HSEA also indicated that the proposed calendar would need to be brought to discussion as only survey questions had been discussed. Dr. Beresford will confirm a timeline for presentation, discussion, and adoption of the calendar with the association.

Administration Attendees:

Dr. Mike Beresford, Assistant Superintendent

Mr. Jeff Harrison, Director of Educational Technologies

Mr. Sean Henseleit, Lantern Road Assistant Principal

Mr. Phil Lederach, Director of Secondary Education

Dr. Stephanie Loane, Director of Elementary Education

Ms. Valerie Piehl, Fishers High School Assistant Principal

Mr. Gary Zgunda, Director of Human Resources & Student Services

HSEA Attendees:

Ms. Janet Chandler, HSE High School

Ms. Becky Floetker, Riverside Intermediate

Ms. Rachel Hiatt, Fall Creek Junior High

Ms. Janet Lee, Hoosier Road Elementary

Ms. Peggy Savin, Fishers Elementary