

Notes from District Discussion Meeting  
October 5, 2015

Old Business:

- 1) The Association asked Administration to consider a way to promote greater collaboration between teachers and the Technology department to offer consistent opportunities to evaluate the reliability and effectiveness of current technology and prepare/plan for the future. Mike Reuter shared that the district will have some funds available to make repairs and improvements to both facilities and technology. The Administration would like to develop a Master Plan for those improvements to be shared with the Board by November of 2016. Teachers will be asked for input as this plan is developed. The Association will work with Administration to determine the best way to make that happen given the shortness of time.  
*Update—Dr. Combs and Technology Directors will hold several listening sessions to get input from teachers followed by an Association survey.*

New Business:

- 1) Suicide Prevention – Dr. Beresford shared that suicide is a mental health issue that reaches into all grades, even elementary. HSE is responding to this by providing awareness and prevention training throughout the district. Chris Graves is the district's Suicide Prevention Coordinator and Trainer. With the help of community partners, guidance counselors and other key staff have received training or will soon be trained. Through partnerships and assistance from Chaucie's Place and Aspire Indiana, HSE is working towards training and educating staff, students in grades 8-12, and parents on how to recognize and respond to suicidal words and actions.
- 2) High school Testing Schedule – Dr. Combs outlined a proposal to change the testing schedule for high school finals. The proposed schedule is for a 3-day schedule (vs. the current 2-day) with morning office hours for teachers and help sessions for students followed by exams in the afternoons. The busses would follow their regular schedule, but 9-12 students would not be required to be present until the exam periods. This change follows a collegiate model and is more accommodating of IEPs, AP courses, make-up exams, etc. All conversation was supportive of this change.
- 3) Subs and Absenteeism – Gary Zgunda presented some data on subs and absenteeism from the beginning of this school year until present:
  - Since August, all permanent sub positions have been filled; 8 or 9 floating sub positions still need to be filled
  - After over 60 sub interviews, HSE has a pool of over 300 subs
  - In the 1<sup>st</sup> 6 weeks, there were 1,400 absences – on pace with last year

The district is continuing to look for ideas on how to address the sub shortage and reduce absenteeism including:

- Proposed increase in sub pay
- Reduced PD on Fridays and Mondays (historically high days)
- The Association suggested building relationships with Ball State and other higher ed institutions for the purpose of recruiting upperclassmen as subs

Although the sub shortage impacts all levels, elementary teachers continue to have classes split resulting in high numbers of students per classroom. In addition to being a safety concern, instruction is impacted when this occurs. HSEA bargained for class coverage pay for elementary and intermediate teachers if they lose a prep. Although the issue of compensation for redistribution of students was raised during bargaining, agreement was not reached.

Dr. Beresford challenged each building to find 5 parents that would sub only for their building! To qualify as a sub, a person must have a minimum of 30 college credit hours or pass the state's substitute teacher exam.

