

**Collaborative Conferencing Meeting  
January 14, 2019**

**Facilitator:** Kim Trotter

**1) Check In** - Chris Jarrell, Jeanine Johnson, Kim Trotter, Danny Grant, Stefi Outlaw, Dr. Sean Impeartrice, Barrett Crane, Dr. Angela Huff, Denise Smith-Martinez, Dr. Jean Luna, Jerita Reese, Dr. Mason Bellamy, Dr. Mary Gist, and Melissa Lindsey.

**2) Reviewed Minutes from November 26, 2018** – Approved

**3) Employee Perquisites Procedure HUM-P031**– Reviewed revised wording of paragraph 5.3.1. Corrected one word, and approved.

**4) Supplemental Proposal for 2019/2020:**

- Proposed removing all references to “CTSO”, as these are stipends for CTE Teachers, not supplements.
- Proposed for budget: Middle School Cross Country and Volleyball, Assistant Athletic Directors added, and increases in JROTC.
- Proposed elimination of Athletic Trainer contract and supplements for newspaper sponsors.

**5) BEP Funding Formula reviews/explanation:** The County’s ability to fund itself impacts how much money we receive from the state. Any positions we have that exceed BEP, we have to fund 100%. Our (CMCSS) salary is higher than the BEP formula allows (\$4,320 more). We pay for all of that. Currently, we pay approximately 637 employees that are not funded by BEP

**6) Progressive Discipline Policy HUM-A052** – Concern that a procedure does not accompany the policy; revisions were proposed and discussed. Dr. Mason Bellamy will draft a proposed procedure based on topics discussed.

- Expectations for who is implementing discipline.
- Who/what is involved with letters of concern and reprimand.
- Include the five (5) terms from TCA code 49-5-501.

**7) Employee Grievance Policy HUM-A051** – a future meeting will include a discussion of employee vs. supervisor grievances.

Minutes by: Dr. Mary Gist