

**Collaborative Conferencing Meeting
March 18, 2019**

Facilitator: Kim Trotter

- 1) In attendance** - Chris Jarrell, Stefi Outlaw, Kim Trotter, Jerita Reese, Denise Smith-Martinez, Barrett Crane, Melissa Lindsey, Jeanine Johnson, Dr. Angela Huff, Dr. Mason Bellamy, Dr. Sean Impeartrice, and Marcia Demorest (Finance Director)

- 2) Reviewed Minutes from February 11, 2019** – remove names from minutes/except those in attendance.

- 3) Budget Review** – Handout provided by Finance Director, discussed facts; revenues and expenditures have not yet been finalized. BOE will be reviewed in April.

- 4) New Progressive Discipline Procedure HUM-P** – All agreed on new progressive procedure. TCA references will be confirmed.

- 5) Employee Grievance HUM-A051** - Current policy is conflict resolution, a new employee grievance procedure was introduced by CMCEA. Questions were asked on why there is a need for change to current Employee Grievance HUM-A051. Discussion began regarding the benefits and disadvantages of having a representative present. The group discussed reviewing the Weingarten Rights to ensure that the law is being followed. The issue was tabled until next meeting.

- 6) Removal of Reprimand from personnel file**, cannot be removed. It is considered tampering with public record. Removal of the reprimand could happen if new evidence is introduced, and the reprimand is deemed unnecessary.

Minutes by: Jerita Reese