

**Collaborative Conferencing Meeting
May 6, 2019**

Facilitator: Kim Trotter

- 1) Check In** - Chris Jarrell, Stefi Outlaw, Kim Trotter, Jerita Reese, Denise Smith-Martinez, Barrett Crane, Melissa Lindsey, Jeanine Johnson, Dr. Angela Huff, Dr. Mason Bellamy, Dr. Mary Gist, Dr. Sean Impeartrice, Dr. Jean Luna, and Danny Grant
- 2) Reviewed Minutes from April 15, 2019** – Approved
- 3) New Positions for 2019 – 2020** – Board of Education has approved the 19/20 budget, County Commission will review in June. List of approved positions were provided to members.
- 4) Extra-Curricular Activities’ Rates** - List of updated stipends for Extra-Curricular Activities was provided for review.
- 5) Representation for Grievance Policy** – Management Team will work on Grievance Policy with a focus on new process for employee/supervisor grievance, to include representation, but will not include Board of Education (BOE) or Director of Schools (DOS) as part of the process. This will be provided as a draft for review/discussion at first Collaborative Conferencing meeting for 19/20 school year.
- 6) Substitute Teacher Data** – Last Friday highest number of requested substitutes ever, over 400. Handout provided with absentee data. There will be a transition of software. We will be moving back to AESOP this summer. Although it will be a higher cost, it will provide more options. One of the strategic work goals for next year will be absenteeism. There’s always a need for more substitute teachers. When the economy is good, it is difficult to retain and hire substitute teachers. Cost of substitutes varies depending on the education level of the substitute filling the position. District prevailing substitute pay is \$96.82.
- 7) Employee Perquisites HUM-P031** – Reviewed language on allowing certified teachers to have children at school of origin through high school. Wording will be reviewed to ensure clarity.
- 8) Bereavement Leave Policy HUM-A061** – Language added to Bereavement Policy, clarifying that “sick leave must be exhausted” statement only applies if sick leave is an option based on the sick leave usage policy/guidelines.
- 9) Salary Data with step increases** – Reviewed without questions.

10) Proposed MOU reviewed – Highlighted updated portions of the Memorandum of Understanding (MOU) for review for next year's 2019 -2020 MOU. Reviewed Pay schedule and stipend. Minimum athlete requirements for stipends are sport determined and specified in job requirement. Memorandum of Understanding (MOU) will be available to sign for members and then presented to Board of Education in June for review and approval. Salary and supplement schedules will be pending County Commission budget approval.

Minutes by: Barrett Crane