

**Collaborative Conferencing Meeting
December 2, 2019**

Facilitator: Kim Trotter

- 1) In attendance- Jeanine Johnson, Stefi Outlaw, Chris Jarrell, Dr. Mason Bellamy, Melissa Lindsey, Jessica Harris, Christopher Dial, Dr. Mary Gist, Dr. Tanisha Taylor, Marcia Demorest, and Kim Trotter.
- 2) **October 28, 2019-** Minutes review and approved.
- 3) **Grievance Procedure**
 - 5.4.1- wording discussed to include all grievance meetings not just resolution meeting
 - 5.6.2- discussed removing word “immediate” from supervisor
 - Suggest reviewing again @ next meeting
 - Question about possibly leaving word “resolution” as part of procedure. Group discussed other possible wording instead of resolution meetings or making universal through procedure. Consider removing use of “problem solving” and use term “resolution” meeting. Discussed importance of resolution focus for all grievance meetings.
 - Final wording tabled for review, will be added to next agenda
- 4) **Insurance Premium Rates- CMCSS contribution level**
 - newer employees pay more for medical premium
 - group reviewed current rates and how board reviewed cost calculations per certified staff and discussed budget concerns
 - Management members shared information about budgetary decision making (1st- staffing, 2nd- computers now)
- 5) Quality of responses to the teacher communication groups was discussed. Responses appear to have more depth, appreciated by teachers.
- 6) Group openly discussed different issues facing school system including transportation and substitute shortages.

Minutes by: Tanisha Taylor