

**Collaborative Conferencing Meeting
February 24, 2020**

Facilitator: Kim Trotter

1) Check-Ins - Kim Trotter, Jeanine Johnson, Jerita Reese, Marcia Demorest, Chris Dial, Melissa Lindsey, Jessica Harris, Chris Jarrell, Dr. Tanisha Taylor, Dr. Mary Gist, Stefi Outlaw, Dr. Angela Huff

2) Reviewed Minutes from January 27, 2020 - Approved

3) Budget Updates

- Handout addressing Governor Lee's \$117 million teacher salary (4%) shared and reviewed - what increase actually means/ looks like. Clarifications made concerning estimation of state share and district share using 4% increase example.
- State BEP allocations "12" nurses and "20" assistant principals for entire district
- As county economics improves, state share generally decreases
- County commission is only required to fund schools based on amount funded from previous year.
- Asked for good talking points for addressing county commissioners regarding funding schools.
- Discussion on ways to offset costs of health insurance (premium increase to be expected)
- Request made to have summary of 180 unfunded positions provided.

4) Vanderbilt Survey – Future discussions

5) Certified Employee Contract

- TCA law
- Required annually, will be sent electronically to teachers annually.
- Currently teachers received a letter offering position.

6) Substitute teachers

- Seeing a growing concern with fill rate at schools.
- Teachers feel obligated to not burden colleagues due to unavailability of subs – coming to work sick or with extensive situations that warrant absence/sub coverage
- Negative impact on student's loss of instruction (due to transitioning of adult supervisions, etc...)
- Teachers having to cover for each other during their planning period.
- Questions about Frontline and how system calls subs.
- Staff absence patterns discussed – also problematic

- Reviewed document on sub program data and methods district is taking to increase sub availability
- Question presented about compensating teachers who cover for teachers
- Factors affecting sub shortage
 - Low unemployment rate in Montgomery County
 - Increase in PD/open positions
 - Hourly rate for subs not competitive
 - Less graduating education majors/teacher shortage – Open Positions
 - Number of SPED aides needed
 - Increase in leave
- Question about possible teacher salary compensation when covering for teacher when sub not available
 - Discussed options to consider if teachers were compensated (flat rate, supplement rate...)
- Questions about considerations involving student behavior/discipline brought up as reason subs do not want to work.

Minutes by Dr. Tanisha Taylor