

**Collaborative Conferencing Meeting
March 9, 2020**

Facilitator: Jeanine Johnson

- 1) Check-Ins** - Chris Jarrell, Dr. Angela Huff, Kim Trotter, Marcia Demorest, Dr. Tanisha Taylor, Dr. Sean Impeartrice, Chris Dial, Dr. Mason Bellamy, Stefi Outlaw, Jeanine Johnson, Jerita Reese, Melissa Lindsey
- 2) Reviewed Minutes from 02/24/2020** - Approved
- 3) Budget Updates**
 - Continuing to analyze and estimate sales tax and BEP projections
 - CMCSS Instruction positions compared to BEP funding (handout provided)
 - Discussion of what state includes in classroom funding component
 - Governor's discussion of salary increases would only apply to the positions funded by BEP, CMCSS currently funds 184. 94 Instruction positions over BEP.
 - Set additional Collaborative Conferencing Meeting on Monday March 30 to discuss salary.
- 4) Propose removal of Athletic Trainer from Extra-Curricular Activity Rates of Pay for 20/21.** All agreed. This position will be covered with contract services.
- 5) Substitutes**
 - An increase in hourly rate of pay is proposed in the 2020-2021 budget
 - Column headings on sub report are created by the software company; we can't change them (i.e. "Substitute not needed")
 - Shared year-to-date sub reports for schools represented on Collaborative Conferencing team.
 - Discussed during school vs after school PO/planning
 - Discussed paying teachers per hour for covering other teachers' classes when a sub is not available
- 6) Salary**
 - Teachers would like a 4% raise
 - The district is placing a priority on compensation
 - A 1% COLA with benefits cost \$2.19 million
 - Teachers may not consider the step increase as part of a 4% raise
- 7) Insurance**
 - Not currently included in our MOU, but is an item that we can discuss in collaborative conferencing and include in MOU.
 - Jeanine will develop some information to bring to a future meeting for review
- 8) Student Discipline**
 - Vanderbilt survey indicates a high percentage of teachers do not feel respected by students; survey also revealed that teachers don't feel administrators handle discipline effectively

- Trainings being provided for administrators and teachers to work with behavior issues

9) Progressive Discipline/Suspensions

- Requested a list of reason why teachers are suspended so that CMCEA can design and provide pro-active training, data will be provided at next meeting.

Next Meetings: March 30, 2020 @ 4:00pm – Salary Only Agenda item
April 13, 2020 @ 4:00pm

Minutes by: Mary Gist