

Collaborative Conferencing
May 28, 2020
Zoom 9:00 a.m.

Facilitator: Jeanine Johnson

- 1) **In Attendance:** Jeanine Johnson, Marcia Demorest, Dr. Mary Gist, Dr. Angela Huff, Dr. Sean Impeartrice, Chris Jarrell, Dr. Tanisha Taylor, Stefi Outlaw, Chris Dial, Jerita Reese, Melissa Lindsey, Kim Trotter, Jessica Harris
- 2) **Reviewed Minutes for April 20, 2020:** Approved
- 3) **Student Code of Conduct:** It is the opinion of CMCSS that this would not be an item that would be part of the collaborative conferencing process or added as an MOU item.
 - Information about disproportionality and the process for revising the code of conduct, including numerous surveys used to collect input from over 100 teachers in addition to principals and APs.
 - CMCEA member read a statement which included their willingness to conference on parts of the code they find troubling. See statement below:
 - “Part of our collaborative conferencing training included the noting of “elephants in the room” so that we are able to concentrate on the issues on the agenda for the day. Today our elephant in the room is our belief that the newly adopted Student Code of Conduct encompasses working conditions and is subject to conferencing. We know that the system takes the opposite view and believes the Student Code of Conduct does not impact the professional employees under this MOU. We are willing to conference on the parts of the Student Code of Conduct that we find troubling.”
 - One of the School Board’s Executive Limitations is the approval of the student code of conduct. CMCEA members were reminded that their organization has always been invited to board meetings. The Association is sent the agenda and packet for each board meeting prior to each meeting. The time for input from the Association was after the first reading with the board during the study session.
 - CMCEA requested a copy of the student code of conduct and a copy of the packet/presentation that was sent to CMCEA President.
 - Once updated student code of conduct is placed on the CMCSS website.
- 4) **Employee Dress Code:** HUM-A063
 - An explanation of a recent incident regarding an obscene tattoo was shared with members as to why the changes were suggested for the dress code. CMCEA discussed suggested rewording of this portion of the policy, and also specifics regarding definition/clarification of the following terms: “provocative”, “inflammatory”, “profane”, and “obscene”. Suggestions will be e-mailed to J. Johnson.
 - CMCEA expressed concerns about headwear, and suggested including the acceptance of cultural headwear (i.e., a hijab, turban, African hair wraps).

- CMCEA requested clarification about unnatural hair styles, specifically asking about dreadlocks.
 - Conversation about the policy in several other areas, and the need for updating, as it does not appear to be progressive. The dress code policy applies to all employees, therefore major revisions will be reviewed with SLT. This will be an item that will be considered, but at this time may not be a priority based on the needs of the district to focus on COVID-19 impact of beginning the 20/21 school year.
- 5) **Certified Salary Schedule:** The 20/21 new salary schedule was shared. Even though there will be no step increase this year, employees will be given the additional year of experience. Therefore, a new salary schedule had to be developed. Current employees (hired 2019-20 or prior) will be given a one-time “stipend” of \$300 in their October paycheck.
- 6) **Employee Discipline:** Document was shared that listed reasons for all teacher suspensions for the last 6 years. Most common is inappropriate interaction with students (swearing, pushing, grabbing, etc.—teachers losing their cool with students). Explanation was provided for some specific incidents, without providing identifying employee information. CMCEA indicated they plan to provide trainings for teachers regarding these behaviors.
- 7) **Finalizing MOU:** Follow Covid-19 procedures for entering Central Office to sign MOU. First reading of the MOU will be at the July board meeting.

Minutes by: Mary Gist