

Collaborative Conferencing

June 9, 2021

2:30 p.m.

Facilitator: Jeanine Johnson

- 1) In Attendance:** Jeanine Johnson, Marcia Demorest, Dr. Mary Gist, Dr. Sean Impeartrice, Chris Jarrell, Dr. Tanisha Taylor, Stefi Outlaw, Jerita Reese, Melissa Lindsey, Dr. Rosalyn Evans, Dr. Kimiko Thomas and Emily Clay.
- 2)** Jeanine explained format of agenda referring to the scope of collaborative conferencing.
- 3) Reviewed Minutes for July 23, 2020:** Approved
- 4) MOU approved timeline-** Current MOU expires 06/30/2021. There will not be time to present a new MOU to the board by 07/01/2021. The earliest we would be able to have something approved with 2 readings by the board is 07/13/2021. Goal would be to complete by July 2nd for first reading at July 6th study session and second reading July 13th.
- 5) Scope of Conferencing**
 - a. Salaries or wages
 - i. 3% COLA increase and step, along with an additional step (28th) added to the teacher salary schedule. The County Commission will need to approve, CMCSS budget scheduled for June 14, 2021.
 - ii. Summary of Teacher Salary Data- FTE Count of employees at each grade and step as of 9/2020.
 - iii. Updates to Extra-Curricular Activities- Some programs are larger than others, but coaches were paid the same. Rate of pay will be adjusted (pro-rated for incomplete teams. Approved to add to MOU.
 - b. Grievance Procedures – No items on agenda
 - c. Insurance – No items on agenda
 - d. Fringe Benefits
 - i. Employee Perquisites HUM-A059 – Add lifetime pass for retirees which is currently a practice. Approved to add to MOU.
 - ii. Employee Perquisites HUM-P031 – Amended to include Middle College, Adult Education and Virtual School. Also amended to address children of employees who transfer and their school placement. Clarified “siblings of children”. Student services will review this procedure before finalized.
 - iii. HUM-F132 – Was created for employees to request an out-of-zone school for their children as part of HUM-P031. Student services will review form before finalized.
 - e. Working Conditions
 - i. Teachers subbing in classrooms- discussion of teachers being paid to sub during their planning period. The district will look at the sub budget during semester one

and look at logistics to see if this could be done during semester two. Discussed potential rate per planning period.

1. CMCSS allowed flexibility to teachers during the 20/21 school year with teleworking, still requiring a sub or teacher within the building to cover to provide supervision.
- ii. Teacher Vaccine Incentive – CMCEA propose a monetary incentive; CMCSS team state that this was discussed previously in SLT but there were legal concerns. CMCSS team suggested that CMCEA reps discuss alternative incentives other than monetary. CMCSS team said they would revisit monetary incentives with legal. Vaccine incentives will be placed on the agenda again. CMCSS team suggested the Association consider ways to incentivize their members.
- iii. Classroom Funding – CMCEA proposed additional funding for classroom supplies of \$500 per teacher (estimated cost of \$1.250 Million) as a one-time funding. CMCSS team discussed the availability of supplies from the teacher warehouse citing the 50,000+ savings from last year. CMCEA team calculated that this saved teachers \$23. CMCEA provided data showing that the average teacher spends anywhere from \$450-\$700 in their own personal funds. Management team will look at current budget to determine if other options exist that are within current budget or funds.
- iv. In an effort to have MOU completed by July 2nd, CMCEA prioritized classroom funding and vaccine incentive as items to keep on agenda.
- f. Leave – No items on agenda
- g. Payroll Deductions – No items on the agenda

6) Next Meeting- June 16, 2021 @ 3:00 p.m.

Minutes by: Mary Gist