

Collaborative Conferencing

June 16, 2021

3:00 p.m.

HR Conference Room #2

Facilitator: Melissa Lindsey

1. Introductions/Check In
 - Lots of family things to celebrate.
2. Review June 9, 2021
 - Group in agreement of the minutes from June 9.
3. New CMCSS Management Team Members
 - 2 New members—Director of Teaching, Learning, and Innovation Emily Vaughn and newly appointed CFO Chris Reneau
4. Scope of Conferencing
 - A. Salaries or Wages
 - No items on the agenda
 - B. Grievance Procedures
 - No items on the agenda
 - C. Insurance
 - No items on the agenda
 - D. Fringe Benefits
 - HUM-A059 --no discussion
 - HUM PO31
 - Added 5.5-Employee Termination with CMCSS- Students may stay at the CMCSS current school until the end of the school year if parent leaves the district.
 - Added 5.3.7—Parent employees will fill out a form to be kept at Human Resources and Student services as well as by the supervisor/principal. A few minor Grammar/Spelling errors addressed
 - Administrative Policy-School Year Preparation Day Stipend (HUM A062)—Reverts to previous language, removing the language related to COVID-19

E. Working Conditions

- Vaccination Incentive-Legal advice to Board—Incentive cannot be so large as to be coercive, accommodations need to be made to have those who cannot get vaccines or do not want vaccines due to religious reasons or medical conditions to have an option. CMCEA presented research re EEOC, other incentives, including a plan which would provide incentives to vaccinated employees as well as a route for employees not receiving the vaccination to receive the incentive via a health/wellness training. CMCSS management team indicated with lack of funds available to pay a monetary incentive in addition to the manpower needed to handle the tracking of paperwork and handling of accommodations for those who choose not to be vaccinated, also expressing concerns about the political issues. CMCEA asked if there is money in reserve if there's a COVID outbreak or marked increase in teacher absences as a result. CMCSS stated that salaries are budgeted for teachers and substitute teachers. If sub budget is exhausted CMCSS would be required to submit an amendment. CMCEA questioned what would happen in the event that school shuts down/goes remote given TN's recent legislation concerning remote learning during shutdowns. CMCSS responded that a waiver procedure would be available through the legislation, so the intention would be to use the waiver procedure to allow remote learning. CMCEA asked if CMCSS would be prepared to allow teachers the opportunity to telework during quarantine again. As of right now, HR is telling principals that with the possible exception of virtual teachers there will be no teleworking. There is still a 10-day COVID policy in place. Question about sick leave bank—teachers would use 10 day COVID leave, then use their leave, go 6 days without pay, and then request sick leave bank if they qualify. CDT continues to meet and watch the data weekly. CMCEA requested messaging about the changes in COVID leave/masking/etc be sent out to give people time to weigh options concerning vaccination. Agreement to move forward with messaging, but not incentivizing vaccination.
- Classroom Funding beyond BEP-One-Time-CMCSS discussed how school fees were changed, proposed a one-time increase in individual classroom spending funds of \$150. (CMCSS noted Teacher Warehouse is raising points per teacher to implement the Teacher Warehouse as they get new donations.) CMCSS wants to have the conversation with administrators before adding it to the MOU. CMCEA agreed to move forward with the discussions at the \$150 amount.
- Teachers Covering Classes/ Subbing- Per CMCSS, data collection will have to be done by the sub department by reaching out to the principals/individuals who handle the sub coverage within the buildings to determine who covered the positions. To be looked at through the first semester. Note: 46 permanent subs next year—5 schools will have 2 permanent subs. There is 1 permanent sub for the virtual school, 40 of the 46 are already hired. CMCEA asked if there was a threshold for looking at paying teachers to cover classrooms; CMCSS responded that it would depend on the budget. CMCEA requested to know if excess/remainder sub money might be available to pay teachers to cover taking the stand that sub money should go to the people subbing. CMCSS management team explained that remaining money typically goes into the reserves from any CMCSS accounts. Agree to cautiously discuss/analyze the data through the first semester of 2021-2022 school year and discuss data and options for the next school year or semester.

F. Leave

- No items on agenda

G. Payroll Deductions

- No items on agenda

5. Schedule next meeting

- CMCSS management team asked for a week to meet with principals to ask about the \$150 additional classroom funds, suggesting that then the wording could be developed, sent out, and agreed upon for signing by the projected goal of July 2. One member of the CMCEA team agreed to e-sign due to being out of town.
- Discussion of next meeting for next round of collaboration, leaning toward beginning in November, considering Tuesdays at 4:30

Minutes: Emily Clay