

## Collaborative Conferencing

October 19, 2021

4:30 p.m.

Facilitator: Jeanine Johnson

- 1) **In Attendance:** Stefi Outlaw, Chris Jarrell, Melissa Lindsey, Jerita Reese, Dr. Tanisha Taylor, Emily Clay, Dr. Kimiko Thomas, Jeanine Johnson, Chris Reneau, Dr. Sean Impeartrice and Emily Vaughn.
- 2) **Reviewed Minutes for June 16, 2021:** Approved with clarification made about 4E, last bullet. Explained that residual funds not spent as part of the budget for 20/21 school year would have contributed to the 3% COLA and step for all employees.
- 3) **Scope of Conferencing**
  - **Salaries or wages**
    - Subbing during Teacher Planning
      - Shared data that the Sub Department has collected thus far for the middle and high school levels.
      - As part of the ESSER 3.0 request, the teacher attendance bonus has been modified to include an option for Stipends for teachers when covering planning periods for next semester. ESSER 3.0 approval is still pending.
      - Teacher Residents have helped with subbing throughout the first semester.
      - CMCEA requested to receive compensation for the first semester.
        - Do we have specific information relating to employee names per school?
        - Can the current budget handle compensation pay for the first semester?
        - How much of the sub budget has already been spent at the end of the first nine weeks?
      - Explanation of why this would most likely only apply to middle and high school, not elementary school.
      - CMCSS will review the sub budget and report to the group at the next meeting.
    - Student supervision after school hours (teacher stipend)
      - 21 schools have submitted stipends
      - 81 teachers have received stipends
      - \$17,565 paid so far
      - How is this teacher stipend being funded?
        - Some monitor positions were part of the budget.
        - Driver shortage salary is currently being used to pay teachers after hours. Currently, CMCSS is short 105 bus drivers.
  - **Grievance Procedures – No items on agenda**
  - **Insurance – No items on agenda**

- **Fringe Benefits**
  - Update one-time additional teacher allocation (\$150)
    - CFO has communicated this benefit to Principals and Bookkeepers at all schools.
- **Working Conditions**
  - Gradebook protocols
    - Concerns that grades from N1 are actually being entered in N2.
    - Adjustments cannot be made in N1 except for several days after the end of the nine weeks. Many students are impacted negatively - especially those students who have multiple COVID leave quarantines
    - Explanation provided about the changes at the state level that led to the need to close the gradebooks on certain dates.
    - TICs were asked to share dates and deadlines for the changes. A website was created with detailed information.
    - This topic will be placed on agenda for next meeting.
- **Leave – No items on agenda**
- **Payroll Deductions – No items on the agenda**

**4) Next Meetings at 4:30pm:**

- December 7, 2021
- January 11, 2022
- February 8, 2022
- March 15, 2022
- April 12, 2022
- May 3, 2022

Minutes by: Jessica Harris