

Collaborative Conferencing

January 11, 2022 Minutes

Facilitator: Melissa Lindsey

1. Introduction/Check-In
Members Present: Melissa Lindsey, Chris Jarrell, Stefi Outlaw, Dr. Tanisha Taylor, Jerita Reese, Dr. Kimiko Thomas, Chris Reneau, Emily Vaughn, Jeanine Johnson, Dr. Sean Impeartrice, Dr. Mary Gist and Jessica Harris
2. Review of Minutes for December 7, 2021: Revisions made and approved.
3. CMCEA asked about bonuses mentioned from ESSER 3.0 and Leaf Chronicle article mentioned (\$1,000).
 - a. Newspaper article fake news per CMCSS-based on ESSER and confusion from state government request, was fact checked in “The Courier” – Hamilton County.
 - b. ESSER 3.0 approved in end of December – items not approved including retention bonus and attendance bonus; however, bonus for extra work in school year-year long staff will get \$1,000 (eligibility determined after EOY w/CMSS before Oct. 1). Back and forth clearance process before payment to be issued per estimated 5,200 potential recipients. Possible per September distribution. Called bonus for all employees per extra work in 21-22 school year.
 - c. Payout per employees with comp time accrued-distributed in April.
 - d. Increase in allowance per visitations to social workers and mental health.
 - e. COVID support
 - f. 3 Nursing IHP positions and 1 Perm. Sub
 - g. Employee relations position
 - h. Classified Training PD
 - i. Position = Summer
 - ii. Position just posted
 - i. Consultant teacher for subs-position posted at EOY
 - j. Education diversity mentors (20@ \$1,000 year) – still developing position – cultural emphasis ties to state required diversity plan
 - k. ESSER 3.0 = \$58 million; \$28 million for capital projects
 - i. All ESSER positions are specified as “based on ESSER funding”-listed on job postings as well.
4. Scope of Conferencing
 - a. Working Conditions
 - i. Teacher Workload – (Removing items from plates)
 1. Will address at January meeting
 2. Address at mid-year review with administrators, coaches and consulting teachers.
 - a. Literacy (question sequences) – Collaborate & house/share, similar ideas for culminating tasks
 - b. Possible materials for science, especially middle school
 - c. More collaboration with support from consulting teachers without teachers losing autonomy (requires balance) – how to use coaches to collect/gather resources (will meet on Jan. 21st)
 - ii. PD Protocols
 1. CMCEA presented how beneficial others found online PD used on Jan. 5th and how convenient online was based on feedback given by members

2. CMCEA asked CMCSS to continue to explore virtual PD (Reference to CMCEA 2021 Fall Survey = 55% would like ZOOM PD) as option for future trainings.
 3. CMCSS acknowledge that district will probably never return to one mode of PD and will use variety of methods for delivery in future (including self-paced)
 4. CMCSS shared that based on principals' feedback-next year calendar split district PD days (4) from school PD days (4) – with school PD days moved to closer to the end of 9 weeks period.
 - a. Calendar review continues at 2nd review
- iii. Employee Dress Code – We want to be progressive-not reactive
1. Updated May 2020, put on backburner due to COVID-19
 2. CMCEA would like to return to policy and consider possible amendments to specific portions:
 - a. Headwear: add cultural reason that may not be only based on religion
 - i. CMCSS asked to leave on table to workshop and review ideas-all agreed.
 - b. Hair color (distracting?)
 - c. Body art, jewelry ornaments, accessories (distracting?)
 - d. All will brainstorm before returning and have council review.
5. Study Session added to Central Office schedule for zoning public input on February 8, 2022 @5:30pm
 6. Next Meeting – February 8, 2022 @4:30pm and focus on dress code-meeting will be cut short

Minutes taken by Dr. Tanisha Taylor