

Collaborative Conferencing

April 12, 2022 Minutes

Facilitator: Jeanine Johnson

1. Introduction/Check-In

Members Present: Stefi Outlaw, Chris Jarrell, Melissa Lindsey, Jerita Reese, Dr. Tanisha Taylor, Emily Clay, Dr. Kimiko Thomas, Jessica Harris, Jeanine Johnson, Dr. Mary Gist, Chris Reneau, Dr. Sean Impeartrice and Emily Vaughn

2. Review of Minutes for March 15, 2022: Revisions/edits made and approved.

3. Scope of Conferencing

a. Salaries or Wages

- i. CFO Chris Reneau presented an overview of the proposed budget for 2022-23. Proposing a 2% COLA and a step increase for a total average of 3.78-4.12% for employees. No step will be added for employees who max out at 28 years experience. The budget also includes a request for 7 more social workers, for a district total of 9. Medical premiums will not increase for next school year at this time Insurance Trust will continue to monitor claims. Next year, the district plans to increase bus hours to optimize routes, due to bus shortage. The new teacher salary schedule will be shared at next meeting.
- ii. CMCSS shared that everyone will also receive a \$1,000 bonus this year from ESSER 3.0 funding.

b. Working Conditions

- i. Question regarding duties of the new Employee Relations Specialist. Explained all duties are listed on job description on CMCSS website. The candidate selected is a former Elementary Principal, she has been attending school staff meetings this semester to discuss her role with employees. Employee Relations Specialist duties focus on employee interaction, retention, exit interview data. The new Employee Relations Specialist will coordinate the implementation of Upbeat for teacher retention data, which will allow coaches to provide support/guidance for principals based on teacher responses, as well as new professional development for administrators for leadership strategies related to teacher retention. CMCEA shared that many employees/teachers do not feel comfortable addressing concerns with their building admin. CMCSS reiterated that the district has no retribution policy and if employees feel that way they should contact HR.
- ii. Concern from Teacher Rep group about how the district shows appreciation to teachers. A specific question was reviewed and discussed.
 1. CMCSS will look at the sub budget and report at the next meeting. The sub budget may not have enough funds to cover all teachers who cover a class. CMCSS also expressed the need to track and document the coverage and is open to discussing this further for the following school year. CMCSS reiterated that it was difficult to track data regarding teacher's covering classrooms (for potential compensation) and would look at other districts methods of doing so (i.e. Metro).
 2. Both CMCSS and CMCEA discussed need for change regarding teacher/classified communication groups (because of tone issues as well and intent, understanding).
- iii. Discussion of actions that show teachers they are appreciated. The teacher communication question was answered with examples such as salary, health benefits and step increases. Conversation regarding the fact questions are answered

from a district level/view. Specific teacher appreciation can be influenced at the school level.

- iv. CMCEA asked why the Code of Conduct survey was only sent to 5-6 teachers per school. CMCSS explained that the purpose was to get feedback from the strongest classroom managers. It was also shared that each school's Teacher Representative should be soliciting feedback from all teachers at their school.
- 4. CMCSS shared current work on literacy support for elementary teachers.
- 5. Next Meeting – May 3, 2022. Additional dates for meetings beyond May 3rd will be coordinated.
 - a. Review Process for Teacher Communication Group
 - b. 21/22 BEP Teacher Supplies Update
 - c. Review Teacher Salary Schedule

Minutes taken by Mary Gist