

Collaborative Conferencing

October 18, 2022 Minutes

Facilitator: Melissa Lindsey

1. In attendance:

Members Present: Chris Jarrell, Melissa Lindsey, Jerita Reese, Dr. Tanisha Taylor, Elizabeth Gaskill, Angela Smith, Jessica Harris, Jeanine Johnson, Dr. Mary Gist, Chris Reneau, Dr. Sean Impeartrice, Dr. Rosalyn Evans and Emily Vaughn

2. Review of Minutes for May 10, 2022: Approved

- a. CFO will follow up with bookkeepers on BEP (individual Funds) due date for spending.
- b. CMCEA shared that survey had been completed at end of year and would forward results to CMCSS.
- c. CMCSS said next meeting would provide data on teachers who have benefited from compensation for covering classes.

3. Scope of Conferencing

a. Salaries and Wages

- Mid-Year Budget Update – CMCSS shared funds available and potential for mid-year raise for CMCSS employees, pending sustainability without affecting COLA for next year (which CMCSS is attempting to implement another COLA increase next year 23-24, pending budget availability and approval).
 1. Would be distributed as a percentage increase to salary schedule
 2. 3-4% could be beneficial for all/retention/competition/possible morale booster
 3. Must undergo analysis and presentations/approval by stakeholders (County Commission, School Board, etc.); November 1st will be presented to School Board.
 4. Will be presented to CMCEA in November after November 1st board meeting.

b. Working Conditions

- CMCSS management team request review of School Year Preparation Day Stipend – HUM-A062
 1. Has been \$75 for 22 years, management team requested increase to \$100.
 2. Increase would cost approximately \$56,000 more to increase to \$100 for staff based on current usage (and new teacher growth) effective 23-24 school year.
 3. All members agreed upon increase.
- Upbeat Survey
 1. Encourage others to complete survey
 2. Open Until the 28th of October
 3. Action plans will be created around data
 4. Coaches will be provided to address school culture issues
 5. 3rd party (Upbeat) and does not identify people
 6. Another survey will be distributed around February 2023
- CMCEA would like to provide another survey focusing on 4 pillars identified as concerning for teachers
 1. Seek CMCSS suggestions for particular questions/focus of survey
 2. Will wait until feedback from Upbeat Data returns
- Floor was open to freely mention what CMCEA had heard concerns about from teachers regarding working conditions.

1. Workload; continued lesson plans expectations (no changes)
2. Extra tasks (“one more thing”)/repetition of tasks-same info new location (document)
3. Dissatisfaction of traveling on pullout PD days
 - a. CMCSS restate how presentation of materials is beneficial in different setting and options.
4. Student behavior
 - a. CMCSS is working on a mid-year plan to address issues and expand resources (i.e. social workers)
 - b. Idea of district person who can strategically oversee – tiers of support for behavior
 - c. Success coaches to work alongside social workers (used at WCMS)
 - d. CMCSS confirmed that social workers are in the schools
 - i. Added 11 social workers/10 success coaches
 - ii. Can be used to transition kids from alternative school to home school
 - e. CMCEA asked CMCSS to share information about this program/plan in district newsletter. SEL Director will also attend next collaborative conferencing meeting.

4. Next Meeting's at 4:30pm:

- November 15, 2022
- January 10, 2023
- February 7, 2023
- March 21, 2023
- April 25, 2023
- May 9, 2023

Minutes taken by Dr. Tanisha Taylor