

## **Collaborative Conferencing**

**April 11, 2023 Minutes**

**Facilitator: Jeanine Johnson**

1. **In attendance:** Stefi Outlaw, Chris Jarrell, Melissa Lindsey, Jerita Reese, Dr. Tanisha Taylor, Elizabeth Gaskill, Angela Smith, Jessica Harris, Jeanine Johnson, Dr. Mary Gist, Chris Reneau, and Dr. Rosalyn Evans
2. **Review of Minutes for :** Edits provided - Approved
3. **Scope of Conferencing**
  - **Salaries or Wages**
    - i. CMCSS presented some highlights of the proposed 2023-24 budget.
      1. Income: Revenue is increasing. \$59 million, \$36.4 million is from TISA. \$11 million CTE grants for middle and high school. Forecasting a 4% increase in local revenue. Significant reduction in federal funds due to much lower response to Federal Impact Aid Forms.
      2. Spending: \$17.2 million spending on new positions. Recommending a 4.5% COLA. Starting salary for new teachers will be \$46,000. Step increase for everyone on the schedule who isn't maxed out.
      3. CMCEA asked if the district's message could include Collaborative Conferencing participation in the 4.5% raise. Senior Leadership discussed this on Monday and decided to leave the message as coming from the district since it impacts all employees.
  - **Leave**
    - i. Sick Leave Policy (HUM-A029) Review
      1. TCA 49-5-710 was read. General Counsel reviewed and found the sentence is question to be aligned to law. The line in question was "The immediate supervisor may require a physician's certificate for any sick leave absence." Principals are advised that they need to have suspicion or cause to request that employees bring in a physician's note. CMCEA has heard one or more examples of principals requiring all employees to bring in a physician's note for every sick leave day. Level directors will ask principals what their practice is and this topic will be discussed again at our next meeting.
4. MOU needs to be signed no later than May 26, 2023.
5. **Next Meetings at 4:30pm:**
  - April 25, 2023
  - May 9, 2023

Minutes Taken by Mary Gist