

Collaborative Conferencing Minutes for 4.9.24

Facilitator: Melissa Lindsay

In attendance: Melissa Izatt, Jerita Reese, Angie Smith, Chris Reneau, Denise Smith-Martinez, Jessica Harris, Christy Houston, Chris Jarrell, Dr. Schanda Doughty, Melissa Lindsey, Amana Nicks, Dr. Tanisha Taylor, Matthew Slight, Elizabeth Gaskill

1. Welcome & Check-ins
2. Review of March 26, 2024 Minutes
 - a. CMCEA requested update to minutes bulletin 2 under work conditions in which HUM-A040 was discussed. CMCSS agreed that the requested notation be added, but also a note stating that CMCSS and CMCEA discussed a variance of interpretation of the law, which would be agreed upon between both facilitators (M. Lindsey and M. Izatt).
3. Scope of Conferencing
 - a. Salaries or Wages
 - i. Budget Update
 1. Currently have a \$40-million deficit for next year but will use cost saving efforts to make up the difference. CFO says this is not concerning. CMCSS is pushing for more funds from city.
 2. TISA increased by 3.1%; found new calculations for social-economic disadvantage and special populations (\$5-million) which will add funds; mayor has recommended \$5000 differentiated pay for Special Populations staff (listed as part of the proposed budget).
 3. COLA= 5%; there is a step increase this year (approx. 2%), for 7% for everyone except if you are at the top of the pay scale. This equals 22% pay increase over 24-months.
 - ii. Extra-curricular activities rates of pay- remove DECA (no sponsors in district) under Level IV, add TSA under Level IV.
 - iii. Salary deductions of labor union dues (PAY-A003) policy removed per new state legislation.
 - b. Working Conditions
 - i. CMCEA noted that Code of Conduct is to be conferenced following recent court decision. CMCEA also noted that it is possible that CMCSS is appealing the ruling to the Court of Appeals.
 1. CMCEA asked about proposed changes to the code for the 24-25 school years. CMCSS provided an overview.
 2. CMCSS asked about feedback solicited for the code. CMCSS provided an overview. Feedback for code of conduct sent out to stakeholders in Dec. 2023, to include all teachers, and recommendations have been categorized and reviewed by level directors.
 - a. Suggestions:
 - i. Category 1 offense = looking at reworking intervention to say based on "available interventions" and not necessarily referring every student to counselors for behavior. Offenses still handled by teachers.

- ii. Category 3 offense- suggestion about consequences, currently says at max 5-day suspension, asked for up to 10-day suspension possibility, with conferring with level directors (more severe; close to alternative school needs)
 - iii. Category 4 offense- has to do with marijuana THC, CBD, and other similar substances. Currently is a ZT offense for expulsion and charges with police. (Currently have approx. 265 students with this offense)- CMCSS reviewing policy and possible alternatives (ex: placement in alternative school, etc.)
 - iv. Concerns about alignment in Admin plus and code of conduct.
 - v. Transportation: add that a bus referral falls under a major offense and works in conjunction with school consequences.
- b. CMCEA- members report concerns about Category 1 offenses and how each student action is categorized as separate actions or as one offense (for committing different actions under broad categories like disruption or boisterous behavior). CMCSS says Category 1 offenses are supposed to be handled by classroom teacher and asked how teachers have been told to report offenses. CMCEA provided examples for multiple instances over class period and days of similar behaviors (ex: throwing paper, dancing, and singing down aisle in class, etc.). CMCSS shared a need for improvement in district for Tier levels of behavioral support. Both teams discussed that while the language of the code is clear, there needs to be more efforts to ensure both administrators and teachers understand how to apply the code. Both teams acknowledged a "behavior epidemic" and the different challenges that teachers are facing with the changing world and student population. CMCSS asked CMCEA if it does its own survey of its members on the code and if so, to share it with CMCSS prior to 5/7/24 when CMCSS is presenting the code to the Board of Education as required by law.
- 3. CMCEA asked for clarification about non-negotiables for planning times and want to verify that it will be applied at middle schools, in addition to elementary.
- 4. CMCEA member asked about student privilege placement at parent's assigned school (Perquisites Procedure -HUM-PO31) as employee perk and when it is possible to send student back to home zoned school based on behavior. CMCSS says they need to check policy, but have historically been guided that the perk to staff outweighs the student issues (attendance, behavior, etc.)

5. CMCEA asked about grandfathering-in policy allowing student to remain in non-zoned school.
4. Next meeting: May 7- prioritized focus on Code of Conduct policy and teacher duty policy.

Minutes by: Tanisha Taylor