

Collaborative Conferencing Meeting Minutes
November 30, 2012

1. **Minutes, November 12th Review:**

Changed minutes – clarification; consensus = everyone agrees 70% ?, 100% behind it agree. (not critical mass)

2. **CMCSS Website:**

Shared instructions to website.

3. **Discuss and Select Issues:**

1st Issue – Duty free lunch not being provided, came up often.

INS –A011 was reviewed, discussing meeting times and teacher lunches.

Remember that field trips may not allow for 30 minutes, alone.

2nd issue commonly raised in packet meeting beyond the school day and 2 X 1 week. How long is too long?

INS-A011 addresses meetings.

Issue # 3; Planning time/lack of planning time.

Discussed TELL survey - 64% more than 5 or more hours, 49% state, 38% more on (referred to page 5 or 36). Relates to work load and stress level feels they are tied together.

Discussed that our district is implementing new standards step-by-step and the time and pressure comes with a territory. These are examples of 2nd order change.

Discussed amount of paperwork/forms we need to get more specific information on this issue.

Discussed respect between Administrators and Teachers.

Determined the following issues will be addressed when developing a memorandum of understanding.

1. Salary/wages
2. Fringe benefits
3. Working conditions
4. Medical Insurance
5. Teacher/Principal discipline meetings

Level Directors will discuss with principals the importance of following INS-A011 policy regarding meeting times and lunch breaks.

Group discussed need for specific survey regarding Fringe Benefits.

ISSUES:

- *Salary/wages
- *Fringe benefits
- *Working conditions
- *Medical Insurance
- *Principal meetings

Next meeting – Tuesday, December 11th 4:00pm -6:00pm - Director's Conf. room