

# Collaborative Conferencing

December 11, 2012

Jeanine Chester Facilitator

## **Present:**

Becky Jackman, Van Chase, PT Miller, Cathy Kolb, Kim Trotter, Priscilla Story, Mary Gist, Ann Griffin, Sean Impeartrice, Danny Grant, Roz Evans, Jeanine Chester

Minutes from the November 30, 2012 meeting were reviewed and approved.

Meeting facilitator: Becky Jackman

Tell Survey is to be given again in February 2013. Dr. Impeartrice will check on this date to confirm the date is correct.

Discussions included:

- 1) The development of a new teacher survey to determine specifics of teachers' concerns.
- 2) Medical and administrative/routine duties were too broad in scope. The team needs more specificity to be able to discuss and make recommendations. The survey will be anonymous.

The group decided to divide into two groups to develop the survey questions. The goal is to have the survey out to the teachers before holiday break. 1) Medical Benefits 2) Administrative paperwork and duties.

Teachers need to understand that many issues that may be of concern could be those the district or Insurance Trust have no control over due to state mandates.

In order to devote all their attention and focus, the group decided to address one concern at a time to resolve and seek consensus.

Jeanine reviewed the five top issues that the team identified in the November meeting.

Fringe benefits were identified as:

These are benefits that ARE NOT mandated by the state.

Thus far these have been in place since the memorandum of agreement ended by "good faith" from the Board.

Employees must be aware that a budget crisis could impact these. If a budget crisis occurred, rather than laying off employees, these could be impacted. The teachers group discussed the option of having these maintained.

Colonial Short Term

Long-Term Care

Long-term disability  
Life Insurance  
Accidental Death  
Med FSA & DCAP

Two other issues were left: Salary and wages and Teacher/disciplinary meetings

Teachers feel they do not have an observer in the room when they go into a disciplinary meeting. That was previously in the memorandum of agreement.

Discussed the difference between due process and a disciplinary meeting.

Presenting a teacher with a development plan is not considered to be disciplinary.

Presenting a corrective action plan, reprimand, or suspension would be considered disciplinary.

Topic of teacher disciplinary meeting will be discussed at the next meeting to include brainstorming session.

The teacher group appreciated the information that was provided regarding this issue. It helped them understand the complete picture related to the process of discipline.

Minutes taken by Priscilla Story .