

Collaborative Conferencing

July 8, 2013

Facilitator Jeanine Chester

1. Check-in

2. Review of minutes – approved for June 3, 2013

3. Memorandum of Understanding – Reviewed TEA revisions

- Concern – Having 1 year Memorandum of Understanding, not for 3 years due to the salary changes.
- Previous agreement was 3 years, but we can make it anywhere between 1-3.
- Agreed that it should be 2013 - 2014.
- If there is a problem with anything, we can come back in a year and decide on any changes that need to occur.
- It's good to have the thoroughness but maybe it could be hyperlinked?
- Attorney suggested simplifying if something is not included then that's a problem.
- Most current policy will be online – via hyperlink.
- Discussion to blend the original Memorandum of Understanding draft with suggestions from TEA. The following statement will be added to each policy that is listed to in the Memorandum of Understanding.
“Policy reviewed as part of the Memorandum of Understanding and may not be revised without Collaborative Conferencing pursuant to TCA-49-5-608”.

Insurance –

- Agreement was not made regarding insurance.
- If we place in the Memorandum of Understanding there will be an expectation that 85% will always be the case and it may not be the case always.
- Insurance trust dialogues the premiums, but the board decides percentage of premium paid on behalf of employee.

Agreed to list policy with hyperlink with explanation and disclaimer. The last line was deleted because it's too limited. An asterisk should be added to say CMCEA & CMCSS to identify who the parties are.

Adding policy on Employee Dress Code.

Striking out Appendix B & C because it doesn't apply to our Collaborative Conferencing discussion this year. Memorandum of Understanding will be signed by all members.

4. 2013 – 2014 Salary Discussion –

- 1.5 % initially could be used for salaries, not specifically state salary schedule, but the state decided to place 1.5% to specific cells within minimum state salary schedule 2013-2014 applies to yellow cells only.
- There will be a hyperlink that shows the previous salary schedule to clarify misunderstanding for step 20.
- The point is no one is losing any money that they had the year before.
- There are no salary increases for step with the exception of the state adjustments.
- All agreed to accept the proposed 2013-2014 schedule.
- Conversation regarding step 20 issue, will revisit if needed.

5. Salary Corrections Communication –

- People will be encouraged to e-mail any question about state salary questions.
- Review of draft – reviewed TEA & CMCSS version.
- CMCSS draft was agreed upon by all

6. Check-out

Minutes taken by: Erika McCraw