

Collaborative Conference
February 25, 2014

Present: Kim Trotter, Erika McCraw, P.T. Miller, Cathy Kolb, Priscilla Story, Danny Grant, Sean Impeartrice, Van Chase, Jeanine Chester, Ann Griffin, Constance Brown, Mary Gist, Roz Evans

Minutes were reviewed and approved. They will be posted on the CMCSS website.

Items from the agenda as discussed:

#3. Disciplinary Conference Policy

Some teachers are wanting to have someone with them at conferences related to evaluations when development or corrective action plans are being presented or investigated. They feel a teacher should have someone they choose to be there.

The district representatives shared the purpose of these plans is to improve the teacher in order to retain them in the district. When administrators are present, it is to hear the plan and provide consistency in the follow-up plan. No decision was made to revise current policy.

#4 School Year Preparation Day Stipend (HUM A066)

Two (2) half days will be an option for teachers to earn \$75.00 for room preparation. Change the policy to say: "or two (2) three (3) hour days".

The question was raised regarding increasing the amount of stipend from \$75 to \$100. If that were to occur, it would mean an increase in the budget of approximately \$48, 325 (1,933 teachers) as of this date. Danny will not know until April about revenues and how that will affect items such as this to be included in a budget request. Jeanine told the group they must understand, as a group, that it may not make the budget. At this time policy will be revised to allow two half days.

#5. Extra Duty (HUM-A040)

Reviewed: 1) Salary Supplement, Substitute teacher, and Contracted Services

2) Compensates for extra curricular events. There is no policy present that stipulates the payment amount. Nothing has changed. Schools are doing different things. It is in the MOU but no dollar amount is designated. It should be the same dollar amount for classified and certified personnel.

Danny will look into developing the procedure and form, and will bring back for review

Ticket taking and selling only will be identified in the policy.

#6. Bereavement Leave Policy (HUM-A061)

Jeanine verified that the list of who is covered under sick leave is part of the policy is in Tennessee Department of Education Policy and Rules

Could there be a separate bereavement leave that is not part of sick leave; request for additional days be added to leave benefit. Jeanine expressed the district provides many leave benefits presently. She reminded the group that the district added one personal leave day several years ago. This could help in situations such as bereavement.

#7. Employee Dress Code (HUM A063)

The concern that dress code for school personnel needs to be enforced consistently throughout the district. Suggestions were for leadership teams to take concerns and share with the principal. One participant shared that some teachers violate the dress code.

#8. Inclement Weather

Some teachers are expressing concerns about only three (3) days included in the calendar for snow. Dr. Impeartrice explained the rationale and the importance of students having face-to-face time with teachers as the most important way to increase student achievement.

Next meeting is scheduled for March 17 @ 4:00.

Minutes prepared by: Priscilla Story