

Collaborative Conferencing Meeting May 11, 2015

Facilitator: Jeanine Johnson

1. Checked In
2. April 13, 2015 minutes read and discussed with no changes made.
3. Topics:
 - A. Extra Duty:
 - Revised to specify particular events for which employees may be paid extra.
 - Members agreed to final version.
 - B. Disciplinary Conference Policy:
 - Revision addresses role of representative and time frame for meeting.
 - The policy wording will be revised to reflect an allowance of 24 hours if an educator requests representation.
 - Revised version will be e-mailed to members for review.
 - C. Progressive Discipline:
 - Reviewed as part of conferencing; Members agreed to add policy to Memorandum of Understanding.
 - D. Employee Perquisites:
 - Eliminated charging tuition for children of out of county or out of state employees.
 - Clarified which schools these children may attend.
 - Revised version will be e-mailed to members for review.
 - E. Personal Leave:
 - Clarified meaning of “once in a lifetime event”
 - Members agreed to final version.
4. New Topics:
 - A. Retiree Health Insurance Plan:

For employees with 20 years of service to CMCSS – Members reviewed hand-out benefit approved by BOE through 2018.
 - B. Substitute payment for professional leave:

When an outside source pays for substitute, should a personal leave day be removed from the teacher’s bank? This was in the old Memorandum of Agreement – two teachers in the past have been allowed to have a half day professional leave for preparing for the Distinguished Teacher banquet.
“I Can Do It” and other true professional leave can be loaded onto PLAN for professional development credit and professional leave, with approval from Professional Development department.
Request for professional development leave should be sent to Jeanine Johnson, who will inquire if the event meets the (definition of) professional development, with professional development department.
 - C. Memorandum of Understanding 2015-2016:

Reviewed revisions and additions; teacher salary schedule (Appendix A) will have a 25th step added.
Revision will be made and a copy made available to sign.

Minutes taken by: Mary Gist