

## **Collaborative Conferencing**

**Monday, March 7, 2016 4:00pm-6:00pm**

**Director's Conference Room**

### **Agenda**

Facilitator – Kim Trotter

1. Check In
2. January 25, 2016 minutes reviewed
3. Topics
  - a. Personal Leave Policy HUM-A037 (Service/staff development clarification)
  - b. Maternity/Paternity Leave HUM-A031
  - c. Memorandum of Understanding (MOU)
  - d. Teacher's Group Survey results – Kim Trotter

## Collaborative Conferencing Meeting March 7, 2016

**Facilitator:** Kim Trotter

1. Checked In:  
Present: Jeanine Johnson, Kim Trotter, Danny Chartrand, Danny Grant, Marcus Heaston, Ray Szczepaniak, Yosha Howe, Mason Bellamy, Cathy Kolb, Constance Brown, and Bryan Johnson.
2. January 25, 2016 minutes reviewed and approved.
3. Topics:
  - A. Personal Leave Policy HUM-A037: Clarify/add; in-service to staff development in all correspondence. Communicate to all staff that these two terms are synonymous.
    - Agreed to revise policy, changing 15 years of service to 10 years and 25 year requirement to 20.
    - Revised policy will be submitted at next meeting.
  - B. Maternity/Paternity Leave Policy HUM-A031:
    - Reviewed current policy, explanation of when sick leave days can be used. No changes made .
  - C. Memorandum of Understanding (MOU): A copy was presented to each member.
  - D. Teacher's Group Survey : Presented by Constance Brown
    - CMCEA completed the results and presented the information. Sample size; 820 teacher responses, sent to 2, 050 certified employees, 98% confidence level.
    - Concerns were prioritized:

1) Salaries	2) Class size
3) Student Discipline Procedures	4) Insurance
5) Working Conditions	6) Leave
7) School Calendar	8) Professional Development
9) Fringe Benefits	10) Payroll Deductions
11) Teacher Discipline Procedures	12) Grievance Procedure
13) Teacher Dress Code	
- Distinguished Educator Banquet:
  - May 5, 2016 6:00pm cost \$25.00, will be held at Wilma Rudolph Banquet Center.
4. Jeanine Johnson discussed health plan:  
"Tiered Health" plan is being researched. August 2016-2017 communication to schools will be made to discuss and explain effective date.
  - Communication plan will be developed this spring/summer and provided to all employees

5. Question was raised as to whether or not PECCA members should be on the Insurance Trust Board.
6. Concern was raised as to whether or not CMCSS would have access to medical records at the Onsite clinic. Jeanine Johnson explained privacy for patients continues to be maintained.
7. School Calendar:
  - Discussion on inclement weather policy HUM-A021. Constance Brown asked that we revisit this issue. Team expressed appreciation for the 10 – 4 teacher work days.
  - The group asked that “State of Emergency” be clarified and explained.
8. Budget:  
Danny Grant\_- Discussed budget information
  - Budget presented to Board in April
9. See summary statements of issues ; handout from survey
10. Next meeting will be April 11, 2016 @ 4:00pm – 6:00pm, Director’s Conference Room.

Minutes by: Cathy Kolb