

## **Collaborative Conferencing**

**Monday, April 11, 2016 4:00pm-6:00pm**

**Director's Conference Room**

### **Agenda**

Facilitator – Jeanine Johnson

1. Check In
2. March 7, 2016 minutes reviewed
3. Topics
  - a. Budget Update
  - b. Teacher Salary Schedule
  - c. Extra Curriculum Activities pay scale 15-16/proposed pay scale 16-17
  - d. Grievance Procedure
  - e. Explanation of State of Emergency
  - f. Inclement Weather Policy HUM-A021
  - g. Heating & Cooling of Schools OPS-A003
  - h. Sick Leave HUM-A029

# Collaborative Conferencing Meeting

## April 11, 2016

**Facilitator:** Jeanine Johnson

### 1. Check – in

Present: Jeanine Johnson, Cathy Kolb, Constance Brown, Beth Unfried, Kim Trotter, Mason Bellamy, Joyce Brown, Danny Chartrand, Ray Szczepaniak and Mary Gist.

### 2. Reviewed minutes from 3/7/16 – approved

### 3. Topics:

- A. **Budget Update:** Danny Grant provided budget update. Balanced, 30 teachers (growth positions), significant increase in technology; goes to Board for approval on April 12<sup>th</sup>. The County Commission will receive it at the end of April.

The 4% the state gives us for raises only covers about half of our employees. Local districts must provide the rest. Proposed increases to the salary schedule for certified staff was shared.

- B. **Extra - Curriculum Activities' Rates of Pay sponsor's:** Current and proposed rates, per results of market analysis were discussed. No current coaches/sponsors will make less.

Question: Could the newspaper sponsors position be replaced with STEM sponsor?

- C. **Grievance Procedure HUM-P022:** Survey respondents may have confused this policy with disciplinary procedure grievances. Policy HUM-P022 generally addresses employees who have grievances against co-workers, or against supervisors. Discussion centered around who could attend a grievance problem-solving meeting.

- D. **Explanation of State of Emergency:** Level 1 or 2 State of Emergency are issued by the governor, and missed days of school can be requested to be waived. Governor has to grant this. A level 3 State of Emergency, such as some winter weather, events does not allow districts to request that missed days of school be waived.

- E. **Leave Due to Inclement Weather HUM-A021:** History of this policy was discussed, including the likelihood that district leadership would not support an increase in the number of days allowed for snow days not requiring make-up.

The main question raised was students getting 5 days, and teachers getting 3 days. A 10:00 – 3:00 make-up day for any future make-up days, even at the end of the regular school year was discussed. Also discussed was the use of time at the building level on make-up days when teachers are present without students.

- F. **Heating and Cooling Schools:** The Temperature Set-Point Policy (OPS-A003) was shared. Conditioning the air of large facilities is handled differently than conditioning air in a 2,000 – 3,000 square foot home.

G. **Sick Leave Policy HUM-A029:** Updates per TCA regarding adoptive parents.

4. A question was raised regarding the adherence to the 150 minutes of planning time per week.
5. Next meeting: April 25, 2016 @ District Meeting Room 4:00pm – 6:00 pm  
(Personal Leave, Planning Time).

Minutes by: Dr. Mary Gist.