

Collaborative Conferencing

Monday, April 25, 2016 4:00pm-6:00pm

District Meeting Room

Agenda

Facilitator – Kim Trotter

1. Check In
2. April 11, 2016 minutes reviewed
3. Topics
 - a. Personal Leave Policy HUM-A037
 - b. Planning Time INS-A011
 - c. Maternity Leave HUM-A031
 - d. Student Discipline Policies
 - e. Professional Development
 - f. Instructional Supplies
 - g. Safety in Schools
 - h. Scope & Sequence
 - i. Student/Teacher contact time

Collaborative Conferencing Meeting

April 25, 2016

Facilitator: Kim Trotter

1. Check – in

Present: Kim Trotter, Beth Unfried, Yosha Howe, Danny Grant, Dr. Mary Gist, Dr. Bryan Johnson, Cathy Kolb, Ray Szczepaniak, Dr. Mason Bellamy, Jeanine Johnson, Marcus Heaston, Constance Brown, and Joyce Brown.

2. Reviewed minutes from 4/11/16 – approved

3. Topics:

a. Personal Leave Policy HUM-A037

Updated and revised, will be added to the 2016/2017 Memorandum of Understanding (MOU).

b. Planning Time INS-A011

Planning time for teachers should be a minimum of 180 minutes per week, with 150 of these minutes available for individual duty-free planning. This policy will be reviewed with Principals at the beginning of the schoolyear as a reminder, explaining that minutes should be provided on a weekly basis.

c. Maternity Leave HUM-A031

- Teachers may not have enough sick leave accrued, therefore it would be leave without pay.
- Providing paid sick leave to employees who have exhausted sick leave for maternity leave would have a huge impact on the budget
- Paid maternity leave is handled differently in each state.
- Discuss with principals to make accommodations for mothers that are nursing. A room with a lock (not a restroom) should be provided.

Danny was asked to provide information regarding potential cost for Maternity Leave pay.

d. Student Discipline Concerns

- Elementary teachers are voicing a concern about sending students home for suspensions. As an option, they would like to have an ISS program in their buildings.
- Have more behavioral support personnel in place at the elementary level.
- Department supervisors stated that some buildings are reporting a decline in student discipline referrals of those students involved in the RTI program.

- Middle and High School teachers would like to reduce the variability, throughout the district and within their own building, concerning student discipline (ISS/points given/Alternative School placement, etc.) Department supervisors stated that principals should look at each incident case by case, especially when dealing with special education students.

e. Safety in School

- At the high school level, teachers working after school in their classrooms are concerned building is not secure.
- Mentioned that certain ASP activities require one door to remain open until program is dismissed.
- Teachers should always notify their administration if there is a concern. Marcus Heaston will discuss concern with high school principals.

f. Scope and Sequence

- Teachers are concerned that same people are asked to work on the scope and sequence each year, one group making decisions for all.
- Having too much to teach in a short period of time which affects pacing.
- Scope and sequence changing constantly.
- State blueprint will be released in May.
- Encourage and embrace feedback from teachers, feedback helpful.
- Section on Curriculum Navigator where feedback can be given throughout the year. Teachers at table mentioned how valuable academic coaches are when it comes to questions about feedback and any other items on the Curriculum Navigator.
- Standards are always changing and assessments have to be adjusted.
- Need resources for the technology-assessed items.

g. Instructional Supplies

- Copy numbers have been increased, printing to copiers best option.
- Instructional supplies funding increasing for next year.
- \$300,000 in Library allocation.

h. Student/Teacher Contact Time

- Teachers concerned they are taken out to go to meetings, trainings, or IEP meetings.
- Department supervisors stated JITTs are now more beneficial because of intentional alignment with TN READY.
- Department supervisors stated they are trying to have more school-based training on staff development days, etc. which means employees do not always have to miss their classes.

i. Professional Development

- Increased opportunity for professional development and compensation for quality/quantity professional development.
- Ask for feedback and try to improve.
- Reports from Professional Development are always good.

j. Danny – Budget Hearing

- The budget will be presented to the commissioners on May 4th.
- CMCSS will match the state salary raise for an overall total of 4%. Projected salary step increases will remain intact with a small increase to balance the salary schedule.
- Positive feedback from everyone.

k. Memorandum of Understanding

- All Collaborative Conferencing team members agreed to sign MOU for 2016-2017 pending budget approval.

Jeanine Johnson, discussed progress of retention survey, will review results at Collaborative Conference meeting next year. Seeing trend indicating benefits and salary are the two reasons teachers are staying.

Anticipating that this will be last meeting of the 2015/2016 school year.

Minutes by Joyce Brown