

May 7, 2018

4:15 pm – 6:00 pm

Facilitator: Jeanine Johnson

1. Check-in
2. Minutes April 30, 2018 reviewed
3. School Safety
4. Personal Leave HUM-A037
4. Bereavement Leave Tracking
5. Employee Grievance HUM-P022
6. Employee Perquisites HUM-P031
7. Employee Dress Code HUM-A063
8. Next meeting ?

Collaborative Conferencing Meeting

April 30, 2018

Facilitator: Kim Trotter

- 1. Check-in:** Chris Jarrell, Constance Brown, Kim Trotter, Denise Smith-Martinez, Barrett Crane, Melissa Lindsey, Jeanine Johnson, Beth Unfried, Dr. Mason Bellamy, Dr. Mary Gist, Dr. Sean Impeartrice, and Danny Grant
- 2. Reviewed minutes from April 23, 2018** – approved
- 3. 2018-2019 Teacher Salary Schedule** – 1 % raise, and added step 26.
- 4. Bereavement Leave Policy HUM-A061** – Cannot track “comments” from Smart Find or Kronos. Constance Brown suggested that a Bereavement Leave option be added to Smart Find or Kronos.
- 5. Employee Grievance Policy HUM-A051** – Changes to wording of the policy to include the Teacher Bill of Rights and the Teacher Code of Ethics into the policy. Jeanine Johnson indicated if the laws change we will revisit to ensure we are following the law.
Employee Grievance Procedure HUM-P022 - Changes to the procedure, 4.1 moved phrase “may withdraw a grievance” from end of second sentence to starting at the third word in that sentence of 4.1
- 6. Employee Perquisites Policy HUM-A059** – Pulled out anything from policy HUM-A059 that was procedural and made those to stand alone procedures.
- 7. School Safety** – Student Code of Conduct
 - Chris Jarrell – Code of Conduct is not adequate today and is not upheld consistently according to teachers polled.
 - Dr. Mary Gist – Code of Conduct committee takes input from many avenues –TAG, principals, ADP, community members, cell phone issue divided pretty equally among administrators and teachers.
 - Dr. Mason Bellamy and Dr. Sean Impeartrice – Will communicate concerns with administration.
 - Melissa Lindsey – Non-Tenured Teachers may not feel comfortable communicating with administration.
 - Dr. Sean Impeartrice – Leadership teams in buildings should meet regularly.
 - Denise Smith-Martinez –Difficult to communicate with administration if there are administrative changes often.
 - Chris Jarrell – SLT communicate with administrators to hold meetings regularly with leadership team and allow more open communication with all teachers.
 - Principal discretion is in the Code of Conduct because many issues are not black and white.
 - If the group feels there are concerns over “major” violations in the Student Code of Conduct that includes “Principal Discretion” in the rubric, feedback can be given to building representatives or high school/middle school director.**Panic Button and Phone concerns** – Will be addressed at the next meeting by Tommy Butler and David Holman.

Minutes by: Constance Brown