

Collaborative Conferencing Meeting April 23, 2018

Facilitator: Jeanine Johnson

Check-in: Present: Chris Jarrell, Constance Brown, Kim Trotter, Jerita Reese, Denise Smith-Martinez, Barrett Crane, Melissa Lindsey, Jeanine Johnson, Beth Unfried, Dr. Mason Bellamy, Dr. Mary Gist, Dr. Sean Impeartrice, and Danny Grant

Barrett Crane, Jerita Reese, Melissa Lindsey, and Chris Jarrell mentioned “elephants in the room” describing being rushed at the last meeting, stories were overlooked, options. Jeanine Johnson, explained that as facilitator, her role will always be to end the meeting on time. She suggested that in the future, if topic maybe lengthy members should table topic until next meeting.

1. Reviewed minutes from 4/9/18 – approved

2. **Budget** – Danny Grant shared the 2018-2019 budget proposal, including proposed salary and benefits increase, 1% COLA, step increases, additional step for all salary schedules, retirement rate increase, medical insurance increase, and new positions.

- Jeanine Johnson – She asked that the proposed budget be kept confidential until the information is shared with the board.
- Dr. Impeartrice - Shared that we looked at other district’s models for supporting mental health needs of students. The budget for 2018-2019 reflects a proposed 12.5 additional school counselors and a contract with an outside agency for mental health services.
- Denise Smith-Martinez – Commented “We want to propose including the Teacher Bill of Rights in the MOU”
- Jeanine Johnson – MOU’s have focused on policy; The Teacher Bill of Rights is a law; no other laws are listed separately.
- Beth Unfried – Suggested making reference to the Teacher Bill of Rights rather than inserting the entire law.
- Jeanine Johnson – Suggested referencing the Teacher Bill of Rights in the existing Employee Grievance Policy HUM-P022.
- Dr. Impeartrice – Suggested, also referencing the Code of Ethics.
- Dr. Mason Bellamy – Will craft an introductory paragraph to the Employee Grievance Policy HUM-P022, referencing the Teacher Bill of Rights and the Teacher Code of Ethics. He will bring this to the next meeting.

3. **School Safety** - Chris Jarrell – Revisited stories that began in the last meeting. He shared the perception that teachers are discouraged from pressing charges against a student who has physically harmed them.

- All level directors will remind principals at the level meeting to be very careful about discouraging pressing charges against students who have assaulted them.
- Melissa Lindsey – Suggested an option whereby;
 - 1) Volatile students can see a school counselor to work through issues and emotions before returning to class.
 - 2) The student’s teachers are given a heads-up about the potential for another episode.

- Constance Brown – Cell phones, hoodies, sagging in hallway are not addressed. “We are warning too much”.
- Barrett Crane – The number one issue from teachers, our phones are placed at the door, “panic buttons don’t work.
- Dr. Mason Bellamy – New phones have an “all call” feature and more complex instructions for features.

4. Next meeting: April 30, 2018 at 4:15pm-6:00pm

- Agenda:
 - School Safety
 - Bereavement Policy HUM-A061
 - Employee Grievance HUM-A051, HUM-P022
 - Employee Perquisites HUM-A059

Minutes by: Dr. Mary Gist