

**Collaborative Conferencing Meeting
November 26, 2018**

Facilitator: Jeanine Johnson

1) Check In - Chris Jarrell, Stefi Outlaw, Kim Trotter, Jerita Reese, Denise Smith-Martinez, Barrett Crane, Melissa Lindsey, Jeanine Johnson, Dr. Mason Bellamy, Dr. Mary Gist, Dr. Sean Impeartrice, Danny Grant

2) Reviewed Minutes from October 29, 2018 – Approved

3) Employee Perquisites – Add foster parents and step children (applies to all employees and feeder schools of the school in which employed). Foster parent should not be capitalized. Rewrite paragraph 3 to include “Employees will have the option of enrolling their children, foster children and step children for whom they are legal guardian”.

4) Salary –

- Teachers do not understand how COLA is determined.
- The message that the governor gives causes confusion. Need better understanding of the BEP formula. How do we communicate this with teachers?
- COLA can be used by district for benefits, new teachers, and positions beyond BEP.
- SLT members consider employees’ salaries every year with a focus on providing highest COLA that budget will support.
- Employee salaries and benefits largest part of budget, with technology and textbooks next.
- Final decision on COLA is generally made in late spring, once all other numbers are received from the State (Fox/Tasser etc..).

5) Topics for next meeting –

- BEP funding formula explanation.
- Grievance Policy/Procedure.
- Progressive Discipline Policy

6) Meeting Dates for 2019

January 14th

February 11th

March 18th

April 15th

May 6th

Minutes by: Stefi Outlaw