

Negotiations Team Meeting

Date: Monday, September 24, 2018

Time: 3:45PM – 5:15PM

Meeting Participants

SREA

Cindy Walker

Debbie Lewis

Bill Vincent

SRCS

Linda Gooch

Michelle Barlow

Dana Fleming

Barbara Scott

Kim McChesney

Ashley Flowers

David Gunter

Meeting called to order: 3:45PM

Mr. B. Vincent requested to open the meeting with ARTICLE V: HOURS AND WORKING CONDITIONS. Mr. Vincent explained that per the request of the SRCS and SREA, he split the document into separate sections.

Mr. Vincent stated that the sections are in no order. Mr. Vincent handed out ARTICLE ?: HOLIDAYS to review.

ARTICLE ?: HOLIDAYS (Previously listed in V. II)

- Mr. Vincent asked if there were “any concerns relating to the ‘Holidays Article’.”
- Mr. Gunter stated that the holidays listed on the Article will flex with the contract of the employee (there are 10-month, 11-month, and 12-month employees).
- Mr. Gunter asked the team (SREA and SRCS) if there were any other holidays that were not listed that the team felt needed to be added such as Martin Luther King, Jr. Day or Memorial Day.
- Mr. Vincent requested clarification on the term “Work or Take Leave”.

- Mr. Gunter clarified that “work or take leave” that is a day in which certain employees are scheduled to work, typically with teachers and/or students not present, in which the employee may take leave.

ARTICLE ? : HOURS (Previously V.I)

- Mr. Vincent stated that the Article needs to be ‘dressed up’ [grammatical, spacing, alignment, and other issues fixed].
- SREA (Ms. Debbie Lewis) stated that “some High Schools have two Data Entry Clerk positions; one position is a twelve-month position and one position is an eleven-month position.”
- SRCSD (Mr. Gunter) stated that “the staffing plan defines the positions.”
- SREA (Mr. Vincent) requested a list of “all eleven and twelve-month positions”. Mr. Vincent also asked if “SRCSD has employees that would be 8-hour positions or employees that are exempt from the contract?”
- SRCSD (Mr. Gunter) stated that “If employees are exempt, they would not be included in the bargaining unit, due to their position in the district.
- SREA (Mr. Vincent) asked “Is SRCSD planning to change that status?”
- SRCSD (Mr. Gunter) “No, not at this time.”
- SREA (Mr. Vincent) asked “Are bus drivers, custodians, and cafeteria staff that are grandfathered in covered under the bargaining unit?”
- SRCSD (Mr. Gunter) stated “In previous years, they have not been covered under the bargaining unit.”
- SREA (Mr. Vincent) “Are there any FLSA exempt employees?”
- SRCSD (Mr. Gunter) stated “We [SRCSD] are working toward getting a ‘Professional Schedule’.”
- SREA (Mr. Vincent) stated that “OK, back to the ‘Hours’. Can I have clarification regarding ‘Paragraph B: Overtime’.”
- SRCSD (Mr. Gunter) stated “Not all employees work 40 hours, but they can get paid up to 40 hours and then the employee is paid time and a half after the 40 hours.”

ARTICLE ? : WORKING CONDITIONS

- SRCSD (Mr. Gunter) stated that “We [SRCSD] would review the article and then get back to the SREA”.

UNION LEAVE

- SREA (Ms. Vincent) struck the first three paragraphs.

- SREA (Mr. Vincent) stated that “Twenty days of leave is plenty.”
- SREA (Mr. Vincent) stated that “Section two is related to a member attending a conference.”
- SRCSD (Mr. Gunter) stated “Do you think that the 20 days will cover what you need to do. You may want to move it up to 30 days since SREA will reimburse it.”
- SREA (Mr. Vincent) stated that “We appreciate your honesty.”
- SRCSD (Mr. Gunter) stated “While you are getting set up, we want to do what we can to provide you what you need.”

- SRCSD (Mr. Gunter) stated that he was able to “gain information regarding glasses and hearing aids. It will be covered under Worker’s Comp through Risk Management. A claim must be created through Worker’s Comp and then it is similar to the insurance process.”
- SREA (Mr. Vincent) stated that he “would research the ‘Worker’s Comp’ information.”
- SRCSD (Mr. Gunter) stated that “in SRCSD ‘Worker’s Comp’ has paid for both eyeglasses and hearing aids”.
- SREA (Mr. Vincent) asked if “the data and information that was sent to SRCSD by SREA was reviewed, and how committed is the district to getting to one salary?”
- SRCSD (Mr. Gunter) stated that “The priority of the Superintendent is to get to a uniform salary schedule. SRCSD feels that having the multiple salary schedules is due for updating. The district is very interested in consolidating to two (or even one) salary schedule, but it may need to be phased in.”
- SREA (Mr. Vincent) asked if “the concept of phasing in is on the table, can we have a multi-year contract?”
- SRCSD (Mr. Gunter) stated that “Tentatively, yes. The most SRCSD has done historically is a two-year contract. SRCSD feels confident in the ability to project the finances.”
- SREA (Mr. Vincent) asked “Will this be done in a year and would anyone else need to be involved.”
- SRCSD (Mr. Gunter) stated that “Essentially, it would be me [D. Gunter] and Tom Thurman. Tom Thurman will be able to crunch all the numbers and provide historical input.”
- SREA (Mr. Vincent) asked, “Is the district looking to change the variation in the salary placement schedule?”
- SRCSD (Mr. Gunter) stated that “The district would like to get it as uniform as possible.

SRCSD (Mr. Gunter) asked if there were any follow-up questions.

Upcoming Meeting:

Tuesday, October 9th @ 3:30 PM

Tuesday, October 16th @ 3:30 PM

Meeting adjourned at 5:15PM.