

Negotiations Team Meeting

Date: Tuesday, October 23, 2018

Time: 3:30 PM – 5:15 PM

Meeting Participants

SREA

Cindy Walker

Dawn Stone

Bill Vincent

SRCS D

Michelle Barlow

Dana Fleming

Barbara Scott

Suzi Godwin

Ashley Flowers

David Gunter

Meeting called to order: 3:40 PM

Mr. B. Vincent (SRPE) ask Mr. Gunter (SRCS D) if he had time to review the information that was sent over via email.

Mr. D. Gunter (SRCS D) replied “yes”, and Mr. Gunter asked the “Negotiations Team” if the team would be willing to pull the documents together from the email that was sent by SREA (Mr. Vincent). Mr. Gunter requested that the team review them electronically on the projector as the documents are placed in the order that it will be submitted to the board for approval.

The team agreed, and the team began working to compile the document and make the necessary corrections as discussed below.

ARTICLE I. GENERAL PROVISIONS

The document that was submitted to Mr. Gunter was not the most recent document reviewed by the team and the following additions and deletions were made:

I.2 RECOGNITION

Paragraph 1: “(Appendix A)” was not added but had been previously requested as an addition by SREA. Mr. Gunter added the verbiage to the paragraph.

I.4 NON-DISCRIMINATION

The following verbiage was not added to the document that was sent to Mr. Gunter, previously requested by SREA. Mr. Gunter added the verbiage as listed below.

- C. “, as specified in the Collective Bargaining Agreement,”
 - “without regard to race, creed, religion, national origin, disability, gender, sexual orientation or marital status.”
- After section I.4 was corrected, Mr. Vincent stated that he would “resend the correct document to ensure that the time was not wasted on retyping information”.

ARTICLE II. EMPLOYEE RIGHTS

II.1 Personal Rights

C.

- Once “ARTICLE II: EMPLOYEE RIGHTS” was on the projector for review, it was noted by SRCSD that the verbiage “Any member of the Association or applicant for membership in the Association” was written twice.
- Mr. Gunter struck the duplicate verbiage.

II.2 Assault and/or Battery

C.

- Mr. Vincent asked if there “has been any resolution to section C. regarding reimbursement of glasses and hearing aids?”
- Mr. Gunter stated that “Damaged glasses and hearing aids are covered under ‘Worker’s Comp’.”
- Mr. Vincent asked, “Is this information [regarding ‘Worker’s Comp] known by the employees?”
- Mr. Gunter asked, “Would you like verbiage added to the contract?”
- Mr. Vincent asked, “Can we say, ‘Administration will assist with the ‘Worker’s Comp’ process?”
- Ms. Godwin asked, “Can we clarify what ‘assist’ means?”
- Verbiage was added to Section C.

II.3 Discipline

- Mr. Vincent asked, “Can we pull in the Progressive Discipline Form?”
- Mr. Gunter retrieved the “Progressive Discipline Form”.
- Mr. Vincent asked, “Is there ever a time that someone is suspended without it going to the Board?”
- Mr. Gunter clarified, “No, the suspensions must go through HR.”

- Mr. Vincent asked, “Can we house the Progressive Discipline Form in the contract?”
- Mr. Gunter clarified, “It may be best to reference the [Progressive Discipline] form in the contract rather than housing the form in the contract.”
- Mr. Vincent stated, “We are not too far apart in our thoughts of the ‘Discipline’ section. Can we look at Section B [EMPLOYEES RIGHTS IN DISCIPLINARY ACTION] under Section V. We had discussed looking at the removal of the ‘three years’ time frame.”
- Mr. Gunter placed Section B. on the projection screen.
- Mr. Vincent stated, “We do not want an employee to correct their actions for multiple years, and then has a minor infraction and the past performance is brought up.”
- Ms. Scott questioned, “Doesn’t that statement refer to information that is housed at the school site, not the information housed in the employee’s file in HR?”
- Mr. Vincent stated, “I do see what you are asking.”
- Mr. Gunter clarified, “Yes, it is in reference to what is housed at the school site, but it is still subject to a ‘Public Records Request’.”
- Mr. Gunter stated that he would “mark it to review.”
- Mr. Vincent asked, “Is there anything else that we need to review in the ‘Discipline’ section?”
- Mr. Gunter made a note to himself to “review the Discipline section and align the information in the section with the ‘Progressive Discipline Form’.”

II.4 Probation

- Mr. Vincent asked, “Is there anything in place that ensures that an employee is not blindsided if they are let go at the end of their probationary period?”
- Ms. Scott replied, “There is a six-month review that is done with the employee.”
- Mr. Vincent asked, “Can we change the verbiage regarding calendar months?”
- Mr. Gunter clarified, “It should say one year.”
- Mr. Vincent asked, “Can we house the Progressive Discipline Form in the contract?”

ARTICLE III: ASSOCIATION RIGHTS

- Article III: ASSOCIATION RIGHTS was added to the contract as emailed by SREA.

ARTICLE V: HOLIDAYS

- Article V: HOLIDAYS was added to the contract as emailed by SREA.

ARTICLE VI: HOURS

- Article VI: HOURS was added to the contract as emailed by SREA.
- Mr. Vincent asked, “The number of hours is 37.5, correct?”

- Mr. Gunter clarified, “Yes, however we do have some employees who are part-time.”
- Mr. Vincent asked, “Can we add verbiage to the section to ensure that it aligns with the compensatory time?”
- Mr. Gunter stated that he would “check on it”.

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

Upcoming Meeting:

Tuesday, October 30th @ 3:30 PM

Meeting adjourned at 5:15PM.