

Negotiations Team Meeting

Date: Tuesday, October 30, 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

Linda Gooch

Kim McChesney

Ashley Flowers

David Gunter

Meeting called to order: 3:40 PM

Mr. D. Gunter (SRCS D) called the meeting to order and opened with discussion regarding Teacher Assistant for Technology positions in Santa Rosa County. Mr. Gunter stated that “he gathered information regarding the position. After the employment reduction [in SRCS D], the TA for Tech position was tightened up. The position has not been officially added back. To clarify, the TA for Tech position is not staffed as a ‘TA for Technology’ on the staffing plan. The TA for Tech position is a Paraprofessional I or Paraprofessional II position.”

Mr. B. Vincent (SREA) asked, “Does the size of the school determine the workload or a TA for Tech employee, or would the district be interested in a delineation that way it could be based on the school size?”

Mr. Gunter replied, “Potentially, yes, you can certainly look into that.”

Mr. B. Vincent (SREA) asked, “Is it the goal of the district that these positions be moved to a paraprofessional position?”

Mr. Gunter replied, “No, not necessarily, but some employees who were TA for Techs have moved to other positions such as the Guidance Assessment Assistant position.”

Mr. B. Vincent (SREA) asked, "Is the district interested in negotiating that?"

Mr. Gunter replied, "Potentially."

Mr. B. Vincent (SREA) replied, "We will revisit this later."

Mr. B. Vincent then went on to say, "As promised, here is the proposed salary schedule. It is a single schedule."

Mr. Gunter asked, "Just so I understand, can I ask questions as we go through it, or would you prefer we wait until the end?"

Mr. B. Vincent replied, "Yes, you can ask as we go through."

Mr. B. Vincent continued, "Level increase three percent with each of the level increases."

Mr. Gunter asked, "So what does this mean right now?"

Mr. B. Vincent replied, "Current employees will move to the level that is closest, without decreasing, to their current pay schedule. It could be a three percent increase, but it may be less."

Mr. Gunter replied, "I am listening; I am a numbers person, so I am looking at this while you talk."

Mr. B. Vincent continued, "On this schedule, there are twenty-one levels. The cost for the district would be approximately \$248,003. For employees who are not receiving a raise with the migration, we are proposing a one-time two-percent bonus. The bonus would be non-recurring."

Mr. Gunter asked, "How do we, if SRCSD elects to utilize this proposed schedule, know who gets the bonus?"

Mr. B. Vincent replied, "I don't have the list of employees in front of me, but you should be able to go backwards from those who did not move [much]."

Mr. Gunter clarified, "Just to clarify, this bonus is not FRS eligible."

Mr. Vincent confirmed, "Yes, we are aware. I am fully aware of the problems of the term 'bonus'."

Mr. Gunter replied, "Ok, I just wanted to make sure. I am just looking over the information. Look at the last para section."

Mr. Vincent asked, "Would you like to pull up the spreadsheet?"

Mr. Vincent passed a flash-drive with information to Mr. Gunter.

Mr. Gunter asked, "Is there anything on here that I should not see?"

Mr. Vincent replied, "No, I wiped it clean."

Mr. Gunter asked, "OK. Where should I go on here?"

Mr. Vincent showed Mr. Gunter where to go.

Mr. Vincent continued, "Look at 'Line 223' and 'Line 222'."

Mr. Gunter asked, "OK. Just to clarify, as I look at this with finance. I want to speak to this correctly. Would the total money be up to 2%?"

Mr. Vincent confirmed, "Yes, the total money will be the difference up to 2% as a one-time non-recurring bonus."

Mr. Gunter replied, "There may be point where I need you to present this to the Finance Department. Just to clarify we are not attempting to discuss this away from the table."

Mr. Vincent replied, "Yes, now that it has been presented to the team, I would definitely be open to that."

Mr. Gunter clarified, "There are times when we have to change some of the percentages, but because you ran it to five digits, it should be OK."

Mr. Vincent replied, "Good; I used your previous schedule."

Mrs. Scott asked, "Why do we round to five digits?"

Mr. Gunter clarified, "It is called compound rounding. For example, the number 22.2474, if the next number is five or higher, then it would be bumped to 22.30. On approximately 800 employees, it can quickly become \$60,000. Is that correct, Mr. Vincent?"

Mrs. Scott asked, "Why do we round to five digits?"

Mrs. Gooch asked, "So the difference in the money for a Para IW on range 8 would be \$43.00 dollars?"

Mr. Vincent replied, "Yes, that is why we are proposing the 2% one-time non-recurring bonus."

Mr. Gunter continued, "We have not seen a three-percent budget year in a while."

Mr. Vincent continued, "Yes, I was attempting to be respectful to the salary schedule. Additionally, keep in mind, as you have higher paid employees coming off of the schedule because of retirement, lower paid employees are added."

Mr. Gunter asked, "Have you all considered a graduated increase such as 2%, 3%, 4% instead 3% across the board."

Mr. Vincent replied, "My concern is that the lower paid employees will not receive the higher amount. I am not saying 'No' but anything that skews the schedule worries me."

Mr. Gunter clarified, "I am just looking for options to propose."

Mr. Vincent replied, "I feel confident that the numbers that were presented are pretty good."

Mr. Gunter continued, "I don't think that I have any other questions."

Mr. Vincent replied, "Now that it is on the table, you can call me."

Mr. Gunter stated, "The next board meeting is the 15th."

Upcoming Meeting:

Tuesday, November 27th @ 3:30 PM

Meeting adjourned at 5:15PM.