

**SRCS D and SREA  
Minutes from Session 2**

4:05 PM April 12, 2018

- SREA presented official proposal (Article I)
- Explained header (SREA)
- David Gunter-no recommendations at this time
- SREA (Bill Vincent) presented Initial proposal (Article II)

- Article will grow as negotiations continue
- Will supply electronic copy to D.G.

Section II.2 Assault

- prior contract did not define very well
- SREA added language

Section II.3 Discipline

- prior contract deferred to HRPM for Language (D.G.)
- SREA wants it defined in contract to avoid changes without notification
- D.G. explained how SRC due process meeting works
- D.G. walked through the process the school would walk through to discipline for lighter offenses
- Discussion about Personnel Files (B.5)
  - Removal of files after 3 years? Discussion

Section II.5 Probation

- Discussion about probationary employee evaluation
- D.G. made mention of II.1.J. about extra-curricular activities. Seeking advice from AD's. No other changes recommended at this time.

- SREA presented Initial Proposal (Article III)

- request for list of members and information. Attached list of information.

- SREA needs a list of Committees (-PD Committee) to have representations on

- D.G. asked about a Section including Comp Time. SREA is still working on that Article. Will present at next meeting.

-D.G. mentioned that the Board and Superintendent has asked to have the president position removed from contract. Explained situation to SREA.

-D.G. asked about time frame of contract renewal. D.G. explained that it was usually 3 year renewal. Some discussion about the history and reasoning.

- D.G. presented the current

- discussion about using the fiscal year vs. August 10<sup>th</sup>

- recognition that the Articles of the contract don't duplicate the Articles of the SREA contract.

- DP to run a current list of job codes vs. job titles to ensure accuracy. Also a list of employees that would be excluded by salary.

- SREA mentioned that all ESPs will be represented at some level.

- clearly define who is in the bargaining unit and list others in an appendix not in the contract.

- SREA is a proponent of listing who is covered by the contract

- Take out unnecessary language about ADA

- SREA would like to add language about Due Process in Board Rights Section

- D.G. explained hiring process and transfer period.

- SREA asked for clarification on transfer period.

- D.G. explained how Transfers would be interviewed

- D.G. wanted to make sure that he was headed in the right direction with language proposals. SREA felt the same way.

- D.G. will clean up potential documents and will present at next meeting.

- SRC will look at LEAVE section of the contract before next meetings.

- Next meeting April 23, 2018 at 4:00 pm at Canal Street.

- Meeting adjourned 5:20 pm