

SREA Negotiations

May 10, 2018

1. Introduction of Members/Attendees
 - Linda Gooch, Principal at SS Dixon Intermediate School
 - Kim McChesney, Assistant Principal at Gulf Breeze Elementary School
 - Christy Baggett, Assistant Principal at Chumuckla Elementary School
 - Dana Fleming, Principal at Pea Ridge Elementary School
 - Ashley Flowers, Assistant Principal at Hobbs Middle School
 - Michele Barlow, Principal at Rhodes Elementary School
 - Suzy Godwin, Principal at Benny Russell Elementary School
 - Barbara Scott, Principal at Holley Navarre Primary School
 - Cindy Walker, Paraprofessional at TRJ
 - Bill Vincent, SREA
 - David Gunter, Director
2. (DG) Reviewed Recognition Clause
 - (DG) PERC Certification on file has outdated job numbers and descriptions
 - Updated list provided to SREA BV
 - ✓ Designations are C= Eligible and N=Exempt
 - (DG) Two options
 - ✓ Apply to PERC for unit clarification/definition
 - ✓ Define unit inside contract with updated list of job titles and numbers
 1. Start out with long list and update later
 2. Propose to set up language to update job descriptions/match new titles
 - (DG) Question: What is your preference?
 - ✓ (BV) Answer: Both, attach list in appendix before seeking clarification from PERC
 - (DG) There's no challenge. Fill jointly or SREA can file in order to job titles/descriptions
3. (DG) Proposal 1, Article__: Board Rights (1 page)
 - Left article numbers blank at present on each proposal
 - Give time for committee to review and revise
 - Propose to come back next session and update to mesh with SREA
 - (BV) Agreed.
4. (DG) Proposal 2, Article__: Association and Employee Rights (2 pages)
 - Made sure more specific to ed support
 - Wanted to start with common language
 - Section B – change to employee rights instead of association
 - Section D – Update non-disruptive hours
5. (BV) Shared Handout Article II Employees Rights (6 pages)
 - (DG) Section II.1F – Strike to remove case law
 - (DG) Section II.1, G – Board would recommend to revise to prevent conflict of interest
 - ✓ Conflict of interest in HRPM
 - ✓ Example employee has second job, employee using their position to garner

- ✓(SG) gave example of paraprofessional trained with Tyner Intervention, uses knowledge and materials to work for an outside company to earn extra money
 - (BV) SREA request to revisit this language
 - (DG) Section II.1, H – Strike/already covered in different area
 - (DG) Section II,1, J – Strike this section
 - (DG) Section II.2, A – Propose removing last sentence, “Time lost due to recuperation...”
 - (DG) Section II.2, B – Propose removing “shall advise.....specific rights”
 - (DG) Section II.2, C – Board recommends to strike
 - ✓(BV) SREA would like to review language
 - ✓(DG) supervisors already handle issues privately/no guarantee with the environment or setting that privacy is one hundred percent i.e. people listening to private conversation or thin walls
 - ✓Cleaning up language in this area is needed to use only one term i.e., employee (member)
 - (BV) would like clarification on School Boards procedures for Discipline
 - (DG) will get guidelines to SREA
 - (DG) Section II.4, A Board recommends to strike, other existing law
 - (DG) Section II.5 - This was not included in the electronic copy sent to DG
 - ✓ (BV) needs to have a 6 month evaluation to either say good job or list areas to improve
 - ✓ (MB) probationary employees already receive a 6 month evaluation
 - ✓ (DG) Board reserves the right to edit this section
- 6. (BV) Shared Handout Article I General Provisions (3 pages)
 - (DG) Section I.4, A – Board recommends to strike/redundant in law and statutes
 - ✓(BV) SREA would like to keep this in
 - (DG) Section I.4, B – Board recommends to strike/ typically do not grieve law
 - (DG) Section I.4, D – Board recommends to strike/guidelines or policy in HRPM/redundant
 - (DG) Section I.5 – Board negotiates this due to financial reason
 - (DG) Section I.6 – Board recommends to strike one word “automatically” in third line
- 7. (DG) Proposal 3, Article __: Working Conditions (2 pages)
 - (DG) – This is the initial proposal
- 8. (DG) Proposal 4, Article__: Working Hours (2 pages)
 - (DG) – This is the initial proposal/didn’t reference contract days
- 9. (DG) Proposal 5, Article__: Employee Authority and Protection (1 page)
- 10. (BV) Shared Handout Initial Proposal, Article V Hours and Working Conditions (8 pages)
 - (BV) would like to understand holidays/there was an issue raised regarding federal paid holidays
 - (DG) There are work or take leave days when the school is closed to parents and students/12 month employees exercise work or take leave
 - (MB) There are contract days for 11 month and 12 month employees
 - (BV) Need to work on language
 - (BV) V.5, would like to have more added for work site safety
 - (LG) Shared the district provides video trainings each year for employees to review
 - (AF) Shared there are OT and PT training

- (CW) Shared that she would like to see better training
 - (BV) V.4, B –This will be the most shocking addition to the contract/ feels paraprofessionals should be compensated when they work in a classroom to cover for an absent teacher/if they only work a portion of the day, then pay prorated for hours they cover in the classroom which means they take on more responsibility .
 - (MB) Shared the payroll page on the district website on computer
11. (BV) This (the discussions) gives me valuable information to see where you are coming from
- (DG) Attorney representative will analyze
 - (BV) What is the most productive way to handle the revisions?
 - (DG) Propose to exchange proposals/review the documents/ at next meeting share, talk through, and mesh accordingly
12. (DG) Proposal 6, Article__: Transfers and Reassignments (2 pages)
- (DG) tried to clean up this section/reduce areas of explanation and have one place to define the transfer period
 - (LG) Pointed out mistake in B.1 (change the year to 2018 to reflect spring to end of summer
 - (DG) Some positions posted are pending enrollment/principals do not have to hire however they have to interview (for example the advantage is that the holds for transfers still gives them an opportunity to interview)
 - (BV) Stated he liked that about this district
 - (CW) Stated they realize we have to have an ending date for interviewing
13. (DG) Proposal 7, Article__: Vacancies (1 page)
- (DG) took the transfer period out of this section
 - (BV)asked to clarify vacancy
 - (DG) vacancy is vacancy for a position
 - (BV) asked for clarification on lateral and classification to classification positions
 - (DG) Principals have to refer to their school staffing plan /cannot violate the staffing plan/they are positions listed as vacant until enrollment supports hiring.
 - (BS) shared how enrollment was not at a level to hire a vacancy at her school for a specific vacant position/had to wait for numbers to support hiring
14. (DG) Proposal 8, Article__: Leave of Absence (17 pages)
- (DG) Used FMLA definitions straight out of existing contract language
 - (DG) Propose to review this proposal and discuss at the next meeting due to the length of the document
15. (DG) Proposal 9, Article__: Insurance (2 pages)
16. (DG) Proposal 10, Article__: Holidays and Other Authorized Activities
- (DG) (BV) No problems in this section
17. Next Meeting Dates:
- May 24
 - June 7
 - (DG) will send out calendar invite to committee members
18. Meeting adjourned at 5:35pm