

Negotiations Team Meeting

Date: Tuesday, June 26, 2018

Time: 1PM - 3PM

Meeting Participants

SREA

Dawn Stone

Debby Lewis

Cindy Walker

Bill Vincent

SRCS

David Gunter

Christy Baggett

Kim McChesney

Linda Gooch

Meeting called to order: 1:45PM

Mr. D. Gunter requested to start the meeting by discussing current (June 2018) salary adjustments and provided specific information on the adjustments and the difference between the adjustments and the previous retro pay in January and February of 2018.

Mr. D. Gunter stated that he was sent an email (identifying information was concealed) from an SRCSD employee regarding "retro pay" (June 2018) for salary corrections. The email contained questions regarding the payout calculations. The Negotiations Team discussed differing pay scales between SRCSD employees. To be clear, the salary adjustment paid out in June 2018 is NOT and will NOT be applicable to all employees. The salary adjustments were to address placement discrepancies and not in the form of retro pay or raise. These adjustments were part of the negotiated settlement and dependent on employee, years of services, etc.

Meeting continued regarding ESP Contractual Information.

(refer to previous minutes for artifacts and documents)

ARTICLE TBD (Proposal 3): WORKING CONDITIONS

D. (page 1; lines 24-25)

- *SRCS and SREA (team) proposed striking the last sentence regarding faculty meeting.*

End of discussion regarding Proposal 3.

Article TBD (Proposal 4): WORKING HOURS

D. Overtime

2. (page 2; line 2)

- *SRCS D (team) proposed strike through unnecessary word "be".*

End of discussion regarding Proposal 4.

ARTICLE TBD (Proposal 5): EMPLOYEE'S AUTHORITY AND PROTECTION

D. *SRCS D (team) proposed having "when using district owned equipment or accessing any content through the district network" statement added.*

End of discussion regarding Proposal 5.

ARTICLE TBD (Proposal 8): LEAVE OF ABSENCE

A: Sick Leave

1. Sickness of Death - (page 1; line 17)

- *Clarification requested from SREA (B. Vincent), "Does SRCS D honor leave accrued from outside districts/agencies?" SRCS D (D. Gunter) response: "Accrued "sick leave" (within FRS) can be brought into SRCS D for half of the time (8 accrued days from outside FRS eligible agency will equal 4 days when time is carried over and then time can be earned 1 for 1 on remaining leave that still needs to be brought in). Annual/Vacation is not carried over."*

2. Personal Leave - (page 1; line 29)

- *SREA (B. Vincent) requested clarification on "15 percent of school faculty (does it mean total faculty)?" Response: "Yes."*

3. Terminal Pay Benefits - (pages 1 –4)

- *Clarification requested by SREA (B. Vincent) on "Terminal pay for accumulated sick leave at retirement (Can ALL employees get a bulk pay out, if they so choose)?" SRCS D (D. Gunter) response: "It is typically paid in increments specific to the DROP requirements."*

a. (pages 1 – 2).

- *SREA (B. Vincent) questioned, "Is there an assumption of guilty or not guilty?" SRCS D provided (D. Gunter) clarification: "If there is a voluntary separation, employee will get pay out. SREA was concerned that an employee is suspended, not found guilty, and then loses their "Terminal Pay Benefits".*
- *SREA will form clarifying statement to propose at succeeding meeting.*

b. (page 2).

(1) (a) SREA (B. Vincent) requested to edit verbiage relating to listed date (July 1, 2011).

4. (page 4; lines 26 – 33)

- SREA (B. Vincent) noted that Florida Law has changed regarding "donation of accrued sick leave". SREA (B. Vincent) asked, "Will the district allow for employees to donate accrued sick leave to employees other than family?"
- SREA (B. Vincent) requests to edit/add verbiage to be proposed in succeeding meeting.

B. Maternity Leave (pages 4 - 6)

- SREA (B. Vincent) requests to change title of section "Maternity Leave" to "Maternity/Paternity Leave or Parenting Leave".
- SREA will provide edited verbiage at succeeding meeting.

2. (page 5; lines 14 – 15)

- SREA (B. Vincent) requested verbiage clarification (page 5 lines 14 – 15) "What does 'contractual relationship...' mean?" SRCSD (D. Gunter) stated that "It is typically referring to breaks in the school year (summer, spring, etc.)."

3. (pages 5 - 6)

- SREA (B. Vincent) requested clarification "Does this include 'Limited-term employees'?" SRCSD (D. Gunter) response, "Yes."

C. (pages 5 – 6)

- SREA (team) proposes to strikethrough section c as it only relates to teachers.

2. Intermittent or Reduced Schedule Leave (pages 7 - 8)

- SREA requested clarification on what this section title means. Response: Intermittent or Reduced Schedule Leave can be used in conjunction with FMLA. Documentation should be provided by the doctor (for self, child, spouse, etc.). The employee can work a more flexible schedule. For example: it can be used 4 weeks on 2 weeks off.
- SREA (B. Vincent) asked, "Why is not applied to pregnancy or adoption?"

b. (pages 7 – 8)

- SREA proposes a strikethrough of the section as it only pertains to teachers
- SREA (B. Vincent) Asked: Are paid "vacation leave" and "annual vacation" are synonymous. D. Gunter responded that the two are synonymous.

D. Temporary Duty

2. Expenses will be allowed as follows: (page 12; line 4)

- SREA (B. Vincent) questioned, "Does this section apply?" SRCSD (team response): "Yes. Additionally, SRCSD pays travel/mileage for employees who travel in district starting at their home base/ work site."

H. Jury Duty (page 13; lines 32 – 33)

- *SREA has requested that the verbiage be edited.*
- *SREA will provide new verbiage at succeeding meeting.*

J. Leave of Absence

- *SREA proposed to add a Leave of Absence 690 code in Absence Management (like code used for SRPE)*

K. Vacation Leave (page 14; line 16)

- *SREA requested to place "Annual Leave" in the title of section in parentheses to say "K. Vacation Leave (Annual Leave).*

M. Personal Leave for Other Reasons (page 15; line 15)

- *SREA (B. Vincent) requested clarification on the title of the section. SRCSD clarified that it is a "general leave of absence".*

End of discussion regarding Proposal 8.

SREA/BV presented team with counterproposal.

ARTICLE II EMPLOYEE RIGHTS

II.I Personal Rights

C. Inappropriate Behavior Prohibited (no page or line numbers)

- *SREA proposed to add sections #1 and #2*

G. (no page or line numbers)

- *SREA (team) requested to add last sentence.*
- *SRCSD (D. Gunter) requested that additional verbiage regarding "no soliciting" be added to the amended section. SREA will provide verbiage at succeeding meeting.*
- *SREA (B. Vincent) asked, "How do employees know about 'Conflict of Interest'?" SRCSD (D. Gunter) responded, "The information is presented in the Beginning of the Year videos sent out to all SRCSD employees."*

End of discussion regarding ARTICLE II: EMPLOYEE RIGHTS (SREA Counterproposal)

Upcoming meetings:

July 11th 1PM – 3PM

July 24th 1PM – 3PM

Meeting adjourned at 3:00PM