

Negotiations Team Meeting

Date: Wednesday, July 11, 2018

Time: 1PM - 3PM

Meeting Participants

SREA

Dawn Stone

Debby Lewis

Cindy Walker

Bill Vincent

SRCS D

David Gunter

Christy Baggett

Ashley Flowers

Linda Gooch

Meeting called to order: 1:10PM

Mr. Vincent opened the meeting with a seeking clarification on prior language in a previous referencing **ARTICLE VIII: GRIEVANCE PROCEDURE**

B. Last sentence in paragraph

- *SREA requested clarification and requested to provide update verbiage at next meeting.*

Informal:

- SREA asked for clarification regarding SRCS D cannot meet with an employee and a representative.
- SRCS D responded with "Typically, the site administrator will meet with any employee and representative.
- SREA requested clarification regarding the process of filing a grievance (STEP ONE). SRCS D responded with once a form filed and then the district-employed administrator will meet employee with representative.
- SREA asked, "Is there a timeline regarding the steps of filing a grievance? Is there a delay that takes place regarding the 15-day timeline? SREA requested provide more streamlined process (timeline). SREA will provide the verbiage. SREA wanted to ensure that the timeline is "more liberal" rather than too conservative. The timeline/days proposed will be consistent.

D.

- SREA sought clarification regarding the second to the last sentence. SREA representative stated that the "Arbitration Law" says that "no new issues can be brought up."

N. (number 2)

- SREA and SRCSD stated that the verbiage in number two has not been updated in many years. SREA proposed to change or remove the language.

End of discussion regarding ARTICLE VIII.

Article IX: TRANSFERS, REASSIGNMENTS AND VACANCIES

1X.1 SREA requested to add "Staffing of New Schools" to the Article.

TRANSFER PERIOD: Word "POSTING" proposed to be added to label.

B.

1.

- *SREA requested to remove second sentence.*
- *SREA proposed to strikethrough school and add "current calendar"*

2.

- *SRCSD (team) proposed strike through "may" and replace with "should".*
- *SREA prosed to add District to "transfer applicant".*

3.

- *SREA prosed to strikethrough number three.*
- *SREA proposed to add "with the same administrator" to sentence one. SREA proposed to add a sentence "Upon request of the applicant the administrator shall grant another interview.*
- *SREA proposed to strikethrough number five.*

C.

1.

- *SREA proposed to strikethrough*

2.

- *SREA proposed to strikethrough "and will become a matter of record."*

SREA proposed to add "1X.2 VACANCY: A position approved by the Board but is not occupied by a current employee".

A.

- SREA proposed to strikethrough second paragraph.

C. SREA proposed to add "No interviews shall be conducted until the end of the appropriate posting period."

E. SREA proposed to change the word teachers to employees.

F. SREA proposed to strikethrough "made available to" and add "posted on the District's website for"

E. Involuntary reassignments.

- SREA proposed to strikethrough "a. Certification"

2.

- SREA proposed to strikethrough "will become a matter of record."

F.

- SREA proposed to strikethrough "The request will be considered."

SREA proposed to add section "IX.4 Staffing New Schools:

End of discussion regarding ARTICLE IX: TRANSFERS, REASSIGNMENTS AND VACANCIES.

SREA proposed to move the following section to its own Article.

ARTICLE VI: EMPLOYEE PERFORMANCE EVALUATION

End of discussion regarding ARTICLE VI: EMPLOYEE PERFORMANCE EVALUATION.

ARTICLE X: LEAVE OF ABSENCE

A: Sick Leave

1. Sickness or Death-

- SREA proposed to change all "teacher" words to "employee"
- SREA proposed to change ESP to employee
- SREA proposed to add "four (4) times the number of hours in his/her normal work day."
- SREA proposed to strikethrough lines 16 and 17.
- SREA proposed to add "Employee shall be credited for leave earned in another Florida school district or governmental agency at a rate of one day per month."
- SREA proposed to strikethrough " granting such leave in line 25."

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

- Clarification requested from SREA (B. Vincent), "Does SRCSD honor leave accrued from outside districts/agencies?" SRCSD (D. Gunter) response: "Accrued "sick leave" (within FRS) can be brought into SRCSD for half of the time (8 accrued days from outside FRS eligible agency will equal 4 days when time is carried over). Annual Vacation is not carried over."

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

a.

- SREA proposed to strikethrough "and shall not be under suspension from duty except for reason pertaining to health, or have any changes pending which could result in dismissal from employment."
- SREA will form clarifying statement to propose at succeeding meeting.

b.

(1) (a) SREA proposed to add "requires" in place of "is"

SREA prosed to add section 5. Employee Sick Leave Donation

B. Illness-In-Line-Of-Duty Leave (SREA proposed to change the title of section)

C. Professional Leave (SREA proposed to change the title of section)

- SREA proposed to add verbiage "the performance of assigned duties or will contribute to the employee becoming eligible for advancement"

D. Maternity/Paternity Leave (SREA proposed to change the title of the section)

- SREA proposed to strikethrough number 1 and add new paragraph.

a.

- SREA proposed to change the verbiage "annual contract" to "limited term".
- SREA proposed to strikethrough "for continuing or professional services contract purposes"
- SREA proposed to strikethrough "of instructional personnel. Any employee whose services are not satisfactory and who would not, at the time of leave, be considered for reappointment will not be granted leave."

SREA proposed to strikethrough c., d., and e.

E. Family and Medical Leave

1. Eligible Employees

- SREA requested to move paragraph from E.5

2. Intermittent or Reduced Schedule Leave

- SREA proposed to strikethrough last sentence in paragraph one.
- SREA proposed to strikethrough all "teacher-related" language.

5. Use of Paid Leave

- SREA proposed to move last paragraph to E.1

SREA proposed to strikethrough 9. Leave Taken Near the End of Academic Term

F. Temporary Duty

3. SREA proposed to change "Professional Educators" to "Education Association"

G. Union Leave (SREA proposed to change the title)

- SREA proposed to remove all instructional language and "Professional Educators" language.

I. Jury Duty

- SREA proposed to remove language regarding "if application is approved"

K. Leave of Absence

- SREA proposed to add "An additional year of leave may be granted at the discretion of the Board."

Q. Unapproved Leave Without Pay

- SREA proposed to strikethrough number one.

3.

- SREA proposed to add clarifying "Should the employee continue to take leave without pay that is unapproved by his/her supervisor the following steps may be taken"

End of discussion regarding ARTICLE X: LEAVE OF ABSENCE.

July 24th 1PM – 3PM

Meeting adjourned at 3:00PM