

Negotiations Team Meeting

Date: Tuesday, July 24, 2018

Time: 1PM - 3PM

Meeting Participants

SREA

Dawn Stone

Cindy Walker

Bill Vincent

SRCSD

David Gunter

Christy Baggett

Linda Gooch

Barbara Scott

Michelle Barlow

Ashley Flowers

Meeting called to order: 1:10PM

Mr. D. Gunter requested to start the meeting by responding to the SREA proposed ARTICLE X: LEAVE OF ABSENCE presented on July 11th. Gunter noted that SRC had originally proposed a Leave of Absence Article during the May 11th session in the form of SB Proposal 8 but this proposal from SREA appeared to be based on old contract language and not the May 11th proposal from SRC so some of the language had already been identified and could be noted.

ARTICLE X: LEAVE OF ABSENCE (from July 11 items)

A.

- *SRCSD and SREA (team) proposed striking the last sentence regarding faculty meeting.*
- *SRCSD proposed striking "Any ESP employee working less than forty (40) hours per week will earn sick leave prorated in relation to the hours they regularly work" because it is considered "statutory provision, but SRCSD is seeking additional clarification before making a final decision.*
- *SRCSD is seeking clarification regarding "Employees shall be credited for leave earned in another Florida school district or governmental agency at a rate of one day per month" to ensure that the language throughout the contract is parallel so that no employee would be penalized.*

- SRCSD is proposing to delete sentence "and shall not be under supervision from duty except for reasons pertaining to health, or have any charges pending which could result in dismissal from employment."
- SRCSD proposed adding language "requires at" to sentence.
- SRCSD proposed striking "before" and adding "after".
- SRCSD proposed to not add section to contract.

SREA questioned why SRCSD took that position.

SRCSD questioned if SREA would be willing to get rid of the "Sick Leave Bank". SRCSD is concerned about "leave solicitation", and SRCSD is concerned about how "leave solicitation" would be monitored.

SREA asked if SRCSD would be willing to keep part B. SRCSD stated that, at this time, the section, in its entirety, would not be added.

2.

- SRCSD is definitely open to discussion regarding "extended professional leave", but SRCSD would like to clarify the language

D.

1.

- SRCSD needs final clarification on section 1 in order to be fair and equitable.
- SRCSD would like to ensure that this section is used in conjunction with FMLA.

3.

a.

- SRCSD has no issue with changing "annual contract" to limited term

PER SREA, Sections 4 and 5 should not have been struck.

E. Family and Medical Leave

1. Eligible Employees

d.

SRCSD stated that it should be listed that the last paragraph should say "MOVED TO E.5"

2. Intermittent or Reduced Schedule

- SRCSD sought clarification to verify compliance of the last sentence in paragraph 1 and proposes to leave the sentence as written.

9. Leave Taken Near the End of Academic Term

- SRCSD stated that SREA and SRCSD have parallel language regarding this section.

G. Union Leave

1.

2

- SRCSD proposes to keep the word “may” instead of “will”.
- SRCSD suggested that the language/verbiage in section 1 is consistent with SREA.

I. Jury Duty

- SRCSD would like to leave the letter as previously written “H”.

M. Political Leave

- SRCSD proposes to leave “will” instead of “shall”.
- SRCSD stated that additional clarification is needed regarding "the performance of assigned duties or will contribute to the employee becoming eligible for advancement.

Q. Unapproved Leave Without Pay

- SRCSD understands the context. Discipline will start after the initial conversation. SRCSD will consider for the final draft.

End of discussion regarding ARTICLE X: LEAVE OF ABSENCE.

Article IX: TRANSFERS, REASSIGNMENTS AND VACANCIES(from July items)

B. Voluntary Transfers

- SRCSD proposes to clean up the language in this section.

3.

- SRCSD and SREA propose to strike.

5.

- SRCSD and SREA propose to strike.

IX.2 VACANCY

A.

- SRCSD second paragraph should be struck.

C.

- SRCSD is not willing at this time to add point C to ensure that administrators are given the necessary time needed to hire and fill positions.

IX.3 REASSIGNMENT

D. Voluntary Reassignments

1.

- SRCSD proposes to strike paragraph number 1.
- SRCSD proposes to strike paragraph number 3.

E. Involuntary Reassignments

1.

a.

- SRCSD proposes to strike.

F.

- SRCSD is OK with the proposal of striking the last sentence.

IX.4 Staffing New Schools

- SRCSD is seeking clarification regarding this section.

End of discussion regarding ARTICLE IX .

ARTICLE VIII: GRIEVANCE PROCEDURE INITIAL PROPOSAL

SREA (B. Vincent) proposed grievance procedure language to be included in the new contract. SREA presented and reviewed the proposed language of their proposal. SRCSD (D. Gunter) stated the proposed language would be considered and a response given at upcoming sessions.

End of discussion regarding SREA GRIEVANCE Proposal.

Upcoming meetings:

August 8th 1PM – 3PM

Meeting adjourned at 3:00PM