

Negotiations Team Meeting

Date: Thursday, August 23, 2018

Time: 3:30 PM-5:45 PM

Meeting Participants

SREA

Dawn Stone
Cindy Walker
Bill Vincent

SRCS D

David Gunter
Christy Baggett
Michele Barlow

Meeting called to order: 3:45 PM

The meeting opened with some discussion regarding grievance procedures. Mr. Gunter stated SREA proposed language clarifies the grievance language from previous contracts. Mr. Vincent (SREA) doesn't want to encourage grievances. He (SREA) would rather handle situations without going to grievance. Vincent asked about timelines. Vincent said there needs to be more turnaround time for the grievance process should a situation proceed to grievance since SREA is building membership may have some out of the area support. Mr. Gunter said the district is trying to make the turnaround time consistent for both sides and acknowledged the support resources turnaround time possibly needed by SREA.

Article I- Mr. Gunter presented Article I with recommended strikes.

1.2 Recognition Clause

- SREA requested a copy of units and title by February.
- SRCS D will provide an updated list with a cleaner version of job titles.
- SRCS D suggested a reference appendix for the job list- Attorney recommended going away with old job titles and updating the list.
- SREA Vincent agreed.

1.3 Duration

- SRCS D proposed agreement remain in the language.
- SREA would like to create a contract that is in effect for years, and send MOUs as needed.
- SRCS D suggests Open 2 plus or up to 4 areas with wages and benefits open every year.

1.4 Non-Discrimination

- SRCSD struck through A, B, and D since state law addresses the concerns.
- SREA disagrees with the strike because even though the items are referenced in state law, by leaving the items in the contract, the district has a process to go through without going to court.
- SRCSD is trying to eliminate redundancy. If an item is addressed/covered under state law or another SRCSD policy, it may not need to be addressed in the contract.
- SREA is concerned about employees feeling as though they are giving up their rights. He asked if there is school board policy regarding discrimination and harassment.
- SRCSD stated, yes.
- SREA asked to look at the policy.
- SRCSD has a new program, HR Acuity, that will track any HR complaint.
- SREA would like to see the program. SREA has heard from members who have made complaints, but never heard back regarding the complaint.
- SRCSD provided more information regarding HRcuity such as who has access to the program and how the district will utilize the program.

1.5 Retroactivity

- SRCSD proposed striking this language.
- SREA believes it is a good item to have in the contract- Salary settlement should be retro to July 1 due to Non-Instructional personnel who work during the summer. SREA asked SRCSD if they agreed.
- SRCSD does not agree stating the summer school hours are covered by the previous year's contract.
- SREA states it will only affect a small amount of people for a 2-week period, and the district should reconsider.

1.6 Severability

- SRCSD proposed a language change to automatically
- SREA agreed.

Article II- Employee Rights

2.1 Personal Rights

- SRCSD proposed striking B and C.
- SREA asked if SRCSD thinks the language is too strong.
- SRCSD stated provision and protection are in multiple places outside of the contract.
- SREA – (Not sure what was said here- You wrote some notes on your note-pad)
- SREA had concerns about striking C. They stated this is a concern to employees. Employees have shared they have been reprimanded in front of their peers.

- SRCSD wanted to know if this occurred at 1 or 2 sights or several. Senior staff doesn't think this needs to be in the contract.
- SREA wants it in the contract.
- SRCSD proposed to strike F citing examples of school board policies that cover this such as the consent decree.
- SREA is ok with moving this to association rights.
- SRCSD proposed striking G.
- SREA doesn't think the district needs to know if an employee has additional employment outside of the SRCSD.
- SRCSD replied employees must complete a conflict of interest form to fulfill the auditor general requirement.
- SREA asked about the statue.
- SRCSD doesn't know the exact statue, and it might be tied to professional standards.
- SREA would like to look at law.
- SRCSD proposed striking J.
- SREA is willing to strike.
- SRCSD suggested leaving it for now.
- SREA stated it isn't a priority.
- SRCSD cited free admittance to a play as an example of why this may not remain in the contract.
- SREA said it would not hold up a settlement either way.

2.2 Assault and Battery

- SRCSD proposed to strike A.
- SREA asked if this is covered under Workman's Comp.
- SRCSD stated this is covered under Workman's Comp.
- SREA agreed.
- SRCSD proposed to strike B.
- SREA asked if SRCSD was concerned about specific rights.
- SRCSD said the district attorney doesn't think we need to advise.
- SREA doesn't want to see employees who are assaulted be swayed to not press charges.
- SRCSD doesn't want to be in the position to give legal advice.
- SREA is ok with that.
- SRCSD moved to strike C.
- SREA would like to include glasses and hearing aids.
- SRCSD will check with Risk Management.

2.3 Discipline

- SREA asked if SRCSD wasn't recommending any strikes.

- SRCSD stated Steps I, II, III, and IV are like our progressive discipline policy. The only provision was all discipline starts at the lowest level. Some incidents won't start at the lowest level.
- SREA stated they may have some language that will work, and they are impressed with the process SRCSD has in place.
- SRCSD requests clarity that some not all incidents will start at the base.
- SREA asked SRCSD to bring the district plan to the next meeting.

2.4 Political Freedom

- SRCSD proposed striking A and B.
- SREA doesn't know how to respond.
- SRCSD stance is these are basic rights that don't need to be in a contract to be grievable.
- SREA doesn't think of this as a grievable issue, but more about working conditions.
- SRCSD has specific board policy regarding political activities.
- SREA concerned an employee may receive reproductions at work b/c they put a party sign in their yard.
- SRCSD proposed including this in employee rights.
- SREA agreed to move A and B to employee rights under J.
- SREA doesn't know how to explain removal to union members.
- SRCSD reminded SREA we are trying to start a new contract.
- SREA doesn't want to set themselves up for criticism.

Article III- Association Rights

3.2 Communications

- SRCSD proposed striking C.
- SREA needs a way to track directory information. They spend \$30 every time they request directory information.
- SRCSD wants to reach a compromise.
- SRCSD proposed striking D because it is covered in public record provisions.
- SRCSD proposed striking E.
- SREA not going to worry about it. They can always go to a School Board Meeting and address it in the public forum.

3.3 Union Leave

- SRCSD proposed striking A, B, and C.
- SREA needs to have some leave.
- SRCSD is not opposed to leave for organizational purposes, but we need more specific language. For example, how many number of days for how many people.
- SREA stated B kind of goes into specifics.

- SRCSD wants to get out of a full-time release union position.
- SREA isn't near having a full-time release position. Would the district be willing to expand 20 days?
- SRCSD will ask. Put more provisions in this area.
- SREA asks if they should move this to leave.
- SRCSD says it might be better. More specific provisions are listed in D.
- SREA said ok.
- SRCSD will look at numbers and go from there.

Article IV Representation on County and School

- SREA asked what committees need representation.
- SRCSD stated the following committees; calendar, insurance, in-service and sick leave. There might be some more, but those are the main committees.
- SREA asked about providing Non-Instructional employees in-service activities.
- SRCSD explained the process.
- SREA asked if Non-Instructional employees have required trainings.
- SRCSD cited some training that are required.
- SREA would like to offer trainings that give Ed support the opportunities to promote.

Three articles were cleaned up at this meeting.

Meeting adjourned at 5:45.

Both SREA and SRCSD would like to have meetings on Wednesdays. SRCSD will send schedule of the next proposed meetings.