

Negotiations Team Meeting

Date: Wednesday, September 5, 2018

Time: 3:30PM – 5:15PM

Meeting Participants

SREA

Dawn Stone

Cindy Walker

Bill Vincent

SRCS

David Gunter

Suzi Godwin

Barbara Scott

Michelle Barlow

Dana Fleming

Ashley Flowers

Meeting called to order: 3:30 PM

Mr. B. Vincent requested to start the meeting with ARTICLE 1: GENERAL PROVISIONS

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I.2 RECOGNITION

- *SREA proposed to add the verbiage “(Appendix A).” to clarify the first paragraph’s information.*

I.4 NON-DISCRIMINATION

B.

- *Mr. D. Gunter requested clarification regarding section B as it is relating to Federal laws and Constitutions.*

C.

- *SREA proposed to add the verbiage “as specified in the Collective Bargaining Agreement,”*
- *SREA proposed to add “without regard to race, creed, religion, national origin, disability, gender, sexual orientation, or marital status.”*

- SREA proposed to strike “in compliance with the Agreement.”
- SREA proposed to strike “The district shall immediately investigate reports of alleged unlawful discrimination, harassment, and/or bullying and shall attempt to resolve in as timely a manner as possible. Within five (5) work days following receipt of a complaint, the District shall acknowledge receipt of the allegations in writing to the employee filing the complaint.”
- SREA proposed to add “The District shall inform the employee of the status of the complaint periodically through the process.”

I.6 SEVERABILITY

A.

- SREA proposed to strike the word “automatically” in line 3.

PERFORMANCE CORRECTION NOTICE

- SRCSD (Mr. Gunter) provided SREA with a copy of the “Performance Correction Notice”, and Mr. Gunter asked is SREA had any questions regarding the notice.
- SREA (Mr. Vincent) stated that he has reviewed the notice and SREA is in agreement with the notice as they are a “professional organization”.

SREA asked if there were any follow-up questions regarding the items that were presented. No additional questions or clarifications were needed from SRCSD at this time.

ARTICLE II: EMPLOYEE RIGHTS

II.1 Personal Rights

B.

- SREA proposed to strike section B and rename the succeeding sections. SREA proposed to combine section B with Article 1.4.C

E.

- SREA proposed to strike through section F and moved the section to “Association Rights”.

F.

- SREA proposed to strike through section F.
- SRCSD (Mr. Gunter) requested clarification as to why court appearances are not covered under “temporary duty”.
- SREA (Mr. Vincent) responded with “If an employee is attempting to sue the school district, we would not expect the employee to receive temporary duty.”

- SRCSD (Mr. Gunter) stated that he would seek additional clarification regarding the “temporary duty”.

I.

- SREA proposed to add section “I.” which states, “All employees shall have entire liberty of political action when not engaged actively in their employment, provided such action is with the laws of the United States of America and the State of Florida.”
- SRCSD (Mr. Gunter) asked if additional wording could be added to clarify that the political activities should not take place during “working hours”.
- SREA (Mr. Vincent) stated that he would “mull over the request and come up with some verbiage.”

J.

- SREA proposed to add the verbiage “The right of employees, when not actively engaged in their employment, to work and to vote for the party and candidates of the choice shall not be questioned, abridged, or denied.”
- SRCSD asked about during “paid lunch times” and on “school board property”.
- SREA (Mr. Vincent) stated that the “lunch time belongs to the employee.”
- SREA and SRCSD will seek clarification regarding verbiages for section J.

II.2 Assault and/or Battery

A.

- SREA proposed to strike the last sentence of section A: “Time lost due to recuperation, as verifies by a physician shall result in no loss of pay, time or benefits by the Board.” SREA stated that the proposed removal of the verbiage was because “it is covered under the worker’s comp section”.

C.

- SREA proposed to strike the words clothing, personal, and property.
- SREA proposed that the verbiage for section C. should be as follows:

“Except in the case of damage due to employee negligence, the Board shall repair or reimburse an employee the current value of any eye glasses, hearing aids, or other medical apparatus damaged or destroyed during the legal performance of his/her assigned duties.”
- SRCSD (Mr. Gunter) stated that information has been requested from Ms. Pam Smith in Risk Management to determine how the damaged items would be covered (insurance, FSBIT, etc.).

II.4 Political Freedom

- SREA proposed to strike through the entire “Political Freedom” section as the information discussed was moved to section 1.

- SREA proposed to rename succeeding sections.

SREA asked if there were any follow-up questions regarding the items that were presented. No additional questions or clarification was needed from SRCSD at this time.

ARTICLE III: ASSOCIATION RIGHTS

- *SREA presented a counterproposal for ARTICLE III: ASSOCIATION RIGHTS for review.*

ARTICLE VII: PROFESSIONAL DEVELOPMENT

C.

- SREA (Mr. Vincent) discussed the necessity of developing programs and trainings for ESP.

E.

- SREA proposed to strike section E and rename succeeding sections.

F.

- *SREA proposed to add section F which states “No employee shall be prevented from wearing pins or buttons which identify membership in the Association or its affiliates.”*
- *SRCSD (Mr. Gunter) sought clarification regarding wearing buttons for “solicitation”.*
- *SREA (Mr. Vincent) suggested that the pins and buttons are more for promoting the message of SREA rather than solicitation.*

III.3 Union Leave

- *SREA proposed to strike through this section and move A, B, and D to Article X)*

IV.4 Representation on County and School Committees

- SREA left the section blank until discussions in Negotiation Meetings were held.

SREA asked if there were any follow-up questions regarding the items that were presented. No additional questions or clarification was needed from SRCSD at this time.

ARTICLE (not numbered): SCHOOL BOARD RIGHTS

A.

- *SREA discussed suspending or discharging based on “just cause”. Mr. Vincent defined that “just cause is a legal term”. Mr. Vincent stated that there are questions that can be asked to determine if “just cause” (i.e. Was a proper investigation held?)*

ARTICLE (not specified): EMPLOYEE DURATION

- *SREA (Mr. Vincent) suggested that there are two main negotiated items each year: 1. Wages 2. Benefits.*
- *SRCS D (Mr. Gunter) agreed with SREA. Mr. Gunter stated that “each year wage and compensatory issues are negotiated”.*
- *Both sides discussed crafting language that would allow other items to be opened through mutual agreement.*

SREA asked if there were any follow-up questions regarding the items that were presented. No additional questions or clarification was needed from SRCSD at this time.

ARTICLE V: HOURS AND WORKING CONDITIONS

- *SREA (Mr. Vincent) asked SREA members whether ARTICLE V should be split up or left as one document.*
- *SREA will discuss and provide information in the next meeting.*

ARTICLE VI: EMPLOYEE PERFORMANCE EVALUATION

- *SREA (Mr. Vincent) asked if “ESP s get evaluated with an electronic device.*
- *SRCS D (Mr. Gunter) responded that “ESP s do get evaluated electronically (i.e. self-assessment), but typically it is not done electronically”.*
- *SRCS D also mentioned that ESP s must sign off on their evaluations and assessments online using the district’s system “PEARS”.*
- *SRCS D (Mr. Gunter) requested that if “...ESP employees feel that adverse comments are being made that he be made aware of the situation”. Mr. Gunter stated that he “would like the opportunity to work with the schools to ensure that the site is being provided with coaching and mentoring, if adverse comments are made to employees”.*

ARTICLE VIII: GRIEVANCE PROCEDURE

B.

1.

- *Mr. Gunter stated that “SRCS D has no true complaints with the language of section 1, but would request that employees not be allowed to address individual issues as a ‘general concern’ especially without a name and issue being identified”. Mr. Gunter went on to say that “General concerns should be an item that unilaterally impacts ESP s as a group”.*

Procedure

- *SREA will be “cleaning up the “number of days” that are specified in the grievance procedures to ensure that it is a defined process that fits the needs of SRCSD and SREA.*

SREA asked if there were any follow-up questions regarding the items that were presented. No additional questions or clarification was needed from SRCSD.

Upcoming Meeting:

Wednesday, September 12th @ 4PM

Meeting adjourned at 5:15 PM