

Negotiations Team Meeting

Date: Wednesday, September 12, 2018

Time: 4:00PM – 5:30PM

Meeting Participants

SREA

Cindy Walker

Bill Vincent

SRCS D

David Gunter

Suzi Godwin

Kim McChesney

Michelle Barlow

Ashley Flowers

Meeting called to order: 4:25 PM

Mr. D. Gunter requested to start the meeting with ARTICLE 1: GENERAL PROVISIONS

ARTICLE I: GENERAL PROVISIONS

I.4 NON-DISCRIMINATION

- *Mr. Gunter stated that sections A, B, and D previously proposed by SRCSD to strike can remain as presented by SREA.*
- *SREA (B. Vincent) stated, "Great!"*

ARTICLE II: EMPLOYEE RIGHTS

II.1 Personal Rights

B.

- *Mr. Gunter stated that sections B previously proposed by SRCSD to strike can remain as presented by SREA.*

C.

- *SRCS D (Mr. Gunter) stated that "will be difficult for no derogatory comments to never be said to employees with others present because, at times, corrections have to be made immediately and the conversation cannot wait".*

- SREA (Mr. Vincent) stated that “that was not the implication or intent of the paragraph, and the SREA understands that, at times, corrections must be given in that moment.”

F.

- SRCSD (Mr. Gunter) stated that there is a need to be “aware of solicitation”.
- SREA (Mr. Vincent) stated that he reviewed the Auditor General Law and understands SRCSD’s concerns regarding the back.
- SREA (Mr. Vincent) stated that he would like to continue reviewing the section to come up with verbiage ensure employees do not solicit time but can participate in the program if they choose.

H.

- SRCSD (Mr. Gunter) stated that Section H is covered by Temporary Duty.

J.

- SRCSD (Mr. Gunter) stated that Section J is being reviewed by HR Risk Management regarding FSBIT.

Step III – Disciplinary Action Meeting

A.

- SREA (Mr. Vincent) stated that “sometimes employees do not feel comfortable with just anyone representing them in a meeting”.
- SRCSD (Mr. Gunter) stated “an employee has the right to individual representation but it cannot be used to delay a meeting”.

B.

- SRCSD (Mr. Gunter) stated that “the severity of the issue may impact expiration of disciplinary action”.

ARTICLE III: ASSOCIATION RIGHTS

III.1

- SREA (Mr. Vincent) requested that SRCSD “check to see if fees could be waived”.
- SRCSD (Mr. Gunter) stated that he “would check”.

ARTICLE VI: EMPLOYEE PERFORMANCE EVALUATION

- SRCSD (Mr. Gunter) stated that “ESP employees sign off on their evaluations electronically”.
- SREA (Mr. Vincent) stated that “SREA was good with the procedure”.

ARTICLE X: LEAVE OF ABSENCE

A. Sick Leave

- *SREA (Mr. Vincent) requested clarification regarding the four-day advance asking “does SRCSD give a four-day advance of leave”.*
- *SRCSD (Mr. Gunter) stated that SRCSD does provide four days of leave up front.*

B. Illness-In-Line-Of-Duty Leave

- *SRCSD (Mr. Gunter) stated that this section “is covered under Worker’s Compensation”.*

G. Union Leave

- *SRCSD (Mr. Gunter) stated that “SRCSD can provide a ‘pool of days’ for SREA representatives, if the days are refunded by SREA”.*
- *SREA (Mr. Vincent) stated that “SREA is a combined group of ESPs and Instructional staff. He asked, would SRCSD mind if a teacher served as a representative”*
- *SRCSD (Mr. Gunter) stated that he didn’t “think that it would be a problem as long as the days are reimbursed”.*

Q. Unapproved Leave Without Pay

- *SREA proposed adding Record of Counsel section.*

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

Upcoming Meeting:

Wednesday, September 24th @ 5:25 PM

Meeting adjourned at 5:15 PM