

Negotiations Team Meeting

Date: Tuesday, December 4, 2018

Time: 3:30 PM – 5:15 PM

Meeting Participants

SREA

Cindy Walker

Dawn Stone

Rachel Archangel

Debbie Lewis

Bill Vincent

SRCS D

Michelle Barlow

Suzi Godwin

Linda Gooch

Kim McChesney

Ashley Flowers

David Gunter

Meeting called to order: 3:45 PM

Mr. D. Gunter (SRCS D) called the meeting to order and opened the session by asking if he could present “a counterproposal from the District.”

Mr. B. Vincent (SREA) said, “Sure! Let’s see it!”

Mr. Gunter stated, “The counteroffer does contain information that was struck from the SREA proposal.”

COUNTERPROPOSAL WAS PRESENTED.

Mr. Gunter continued, “There are several items that were struck or added: (Line 5) the name of the document; (Line 6) 188-day ESP schedule; (Line 10) Level will increase uniformly by 2.5% (two and one-half percent); (Line 11) Level 25.”

Mr. Gunter clarified, “We had to move from the 21 levels that were proposed to 25 levels to ensure that all employees were covered.”

Mr. Vincent asked, “What about the employees who do not receive a 2.5% increase from the level increase.”

Mr. Gunter replied, "We will pay everyone 2.5%."

Mr. Vincent clarified, "Everyone will receive the amount up to 2.5%?"

Mr. Gunter replied, "Yes, if the move to the closest range and level does not reach 2.5%, the employee will receive the one-time non-recurring bonus (Line 18) to cover the remainder."

Mr. B. Vincent asked, "Is it the intent of the district that if an employee has 18 years of service that they would be at the correct level now?"

Mr. Gunter stated, "Information regarding migration of levels is written on Line 12."

Mr. B. Vincent replied, "But what about the people who enter the district from another county? We don't want our current employees to be leap-frogged."

Mr. B. Vincent continued, "Next year, will an employee with 18 years of experience come in and be paid more money than the employees that we currently have in our district with the same years of service?"

Mr. Gunter replied, "That is what we covered last year with the adjustments."

Mr. Vincent replied, "Not completely; there were still employees that were not adjusted."

Mr. Gunter explained, "The years of service do have to be qualified years of service (Line 1; page 2), and the employee has to have a performance evaluation of 'satisfactory' or 'effective'."

Mr. B. Vincent replied, "In Escambia County, they are using a term that I really like, 'Market Adjustment'. Let's say we get a 'Market Adjustment'. Will 'unsatisfactory' employees get the adjustment?"

Mr. Gunter replied, "No, the employee would have to have the 'satisfactory' performance evaluation, but very rarely do our ESPs get a rating of 'unsatisfactory' or 'needs improvement'."

Mr. Vincent continued, "Let's get back to not negotiating the level movements. Employees in Santa Rosa County are getting 'leap-frogged'."

Mr. Gunter replied, "No, we left the verbiage from the proposal in (Lines 7 – 9) that should prevent that from happening."

Mr. Vincent clarified, "So lines 7 – 9 was left in? I apologize. I did not see that."

Ms. Stone asked, "But why aren't we getting the automatic level movements? I am a 'why person'. I need to understand the 'why'."

Mr. Gunter clarified, "2.5% is the number that we have been given, but there has been no traction on the automatic movements. As a district, we do not want to put ourselves back in a situation like we had several years ago where employees were let go."

Ms. Stone replied, "I understand that, and if it were between me getting a raise and someone losing their job, I would give up my raise. I just wanted to know why we weren't getting that movement."

Mr. Gunter replied, "Really, it is a two-part answer. 1. We can always build on the framework in future negotiations if we can get a good foundation with the new schedule and 2. Like I said, we do not want another year like we have had with RIF and the district be automatically committed to a fixed increase."

Ms. Stone stated, "I totally understand – if it were a year like we've had, I would rather have ten people stay than get a raise."

Ms. Godwin asked, "Do we have any employees whose contract has 'automatic language'?"

Ms. Gooch, Mr. Gunter, and Mr. Vincent replied, "No, we do not."

Mr. Vincent asked, "Do you think that if the percentage was less that we could get automatic language in?"

Mr. Gunter replied, "No, I do not think so. I don't even think if you took out a percent that it would be on the table. Any movement or improvement can be requested during future negotiations the district just does not want to be automatically committed and not have flexibility when needed."

Mr. Vincent stated, "We are going to need to caucus."

4:25 PM Caucus

4:46 PM Returned from Caucus

Mr. Vincent stated, "As much as we would like to squeeze another penny out of you, we accept the monetary proposal."

Mr. Gunter replied, "Alright. We also would like to complete the contract language issues as soon as possible. Would the negotiating teams be willing to let us work together to clean up the language and then bring it back to the committee? The district has nothing new that has not already been discussed and if we discover a need for something to be proposed we will bring that back to the table in the proper form."

Mr. Vincent replied, "As long as we can bring it back to the table for final approval, I would be OK with that."

Mr. Gunter continued, "Absolutely. Nothing would be finalized until we have the final approval from the team. Do we sign off on the salary schedule proposal or will capturing it in minutes be acceptable until we get a clean version?"

Mr. Vincent replied, "Since we have a couple of grammatical edits to make, I would rather sign a clean version and submit that."

Mr. Gunter replied, "OK. We will be sure to reflect the salary proposal agreement in the minutes so everyone can see the progress. The district would like to get this done in order to get it in for January payroll."

Mr. Vincent replied, "We will still have to ratify the contract."

Mr. Gunter stated, "As the district has done in the past the ratification information can be posted online to help facilitate the process. You will just need to get the signatures for ratification from the work sites. The district already had the reports needed to produce those you which you can request."

Mr. Vincent replied, "Yes, I am a little more concerned about the work site signatures and the time getting that done since we are still building the organization working to getting a rep at every site."

Mr. Gunter continued, "You can use some of the release days that were in the status quo contract so that your current members can assist you in getting the signatures from work sites."

Mr. Vincent asked, "When will we be able to get together?"

Mr. Gunter replied, "We could feasibly get together Monday, Tuesday, or Wednesday of next week. Once I have a confirmation, I will give you a call."

Upcoming Meeting:

TBD

Meeting adjourned at 5:15PM.