

BPS/1010 Bargaining

MINUTES

SEPTEMBER 18, 2018

9:00 AM

ESF TRAINING RMS 3 & 4

BPS ATTENDEES	Jennifer Brockwell Rivers Lewis – Chief Negotiator Rick Morton – Lead Negotiator Jim Powers James Ross Karen Strickland Kevin Thornton Randy Wheeler
1010 ATTENDEES	Patrick Darville Annita Dunn Lydia Felton Debra Greco – Chief Negotiator Judy Griffin Leslie Lawter Patricia Orlando Delores Varney – Admin Assistant
NOTE TAKER	Angela Kersten

ITEMS DISCUSSED:

ITEM	Re-Opened Articles
	Rivers started the session with the distribution of District, 1010 and Mutual re-opened articles as determined in the August 22, 2018 bargaining session. Revisions were made to 1010's document deleting Art 6 Promotions (which is a shared article determined from last session) and adding Article 27.013 Overtime along with striking Article 32 and 33.05 as these two articles cover salary.
OUTCOME	Each document was signed by both Chief Negotiators.
ITEM	Correction of Minutes-8/22/18
	Debra commented the minutes from the August 22, 2018 bargaining session contained an error regarding Rivers' statement of adding another Principal as well as a teacher to the District Bargaining Team.
OUTCOME	Error noted by Angela. Correction will be made and revised minutes uploaded.
ITEM	Proposed Tentative Agreements – District/1010/Mutual
	Rick and Delores distributed the following: District: 6.01, 6.02 Promotions 1010: 5.06, 5.07 Communication, 6.04 Promotions, 7.01 Transfer Procedure, 27.013 Overtime Rivers explained the District is making more changes to Article 1 as we get updated info. His goal is to rewrite and reorganize as much as possible. He also stated both parties attended the first meeting regarding job descriptions last week. Debra commented it went well. Rivers informed Rochelle was out sick but they wanted to schedule one more meeting before the next session on 10/24/18. He also commented he wants to look over the revisions in Article 1 to start having conversations in regards to the 1997 language to verify what is still valid and what needs updating. Debra wants to work at salary schedules as well during the meetings. Rivers indicated he was not sure if we have enough time to complete this bargaining year. He suggested fixing the salary schedules and smoothing out for all groups this year as we cannot revise completely in the next few months of bargaining. Debra agreed.
OUTCOME	On-Going
ITEM	Article 19 Employee Benefits - Mutual
	Debra inquired about the shared article. Rivers informed we could not make changes until 2020 due to the Superintendent's Insurance Advisory Committee who makes recommendations. Debra asked about the MOU. Rivers commented this may not be the same language as non-negotiated.
OUTCOME	On-Going

ITEM	Electronic Grievance Forms
Debra asked if the electronic Grievance Form is complete and available. Rick answered they are complete and he wasn't sure if she was wanting to start utilizing.	
OUTCOME	No decision was made as to when this electronic form will be utilized.

ITEM	Proposed Article 5.06 Communication - 1010
Debra began discussion stating 1010 is requesting access to courier service taking items to schools or to somewhere on route. The intention is to not add stops to the scheduled route. They are requesting monthly pick up and believes this will help when it is time to vote on contract. Rick asked if Clearlake was the closest facility to 1010. Debra confirmed. Rivers answered that it can happen but we will need to check logistics, routes and fees associated. After the BPS break, Rivers asked if this was a service 1010 was wanting to use all year. Debra clarified if would be primarily contract info and notices to employees. Rivers commented he was not sure if other unit was using BPS courier and needed to verify. Debra commented the unit has informed her they do use BPS courier and pays a fee of \$60/month.	
OUTCOME	BPS Bargaining Team will do research on above-mentioned items. After conclusion of the BPS bargaining team break, this proposed TA was not signed.

ITEM	Proposed Article 5.07 Communication – 1010
Debra began discussion stating 1010 is requesting copies of major department handbooks throughout district. She explained she has a copy of Transportations. Kevin informed Debra that Food Services is in the process of re-writing and will get to 1010 when complete. Rivers doesn't believe it should be language in the contract due to the on-going updating of the handbooks. Rivers stated the possibility of the department handbooks posted on the individual department page on the BPS website.	
OUTCOME	After conclusion of the BPS bargaining team break, this proposed TA was not signed.

ITEM	Proposed Article 6.04 Promotions - 1010 Proposed Article 7.01 Transfer Procedure - 1010
Debra began discussion stating 1010's biggest concern is when employees are NOT selected as a transfer candidate. She receives frequent calls from employees who are frustrated and want to know why they did not get the position. She encourages employees to call the supervisor who conducted the interview to inquire and/or receive feedback so they may be better prepared for the next opportunity. Debra would like to come to some agreement. She understands that BPS will go outside if need be to hire the best candidate, however, when the employee is not selected, there should be communication in writing as to why. Rivers pointed out that at times when employees are unhappy at their current position, that unhappiness transpires through their work as well as the reference checks which can hinder the employee's transfer. He added no one wants to take on an employee who is not happy or causes conflicts. Debra agreed and explained that is why 1010 is asking for the explanation in writing.	
OUTCOME	After conclusion of the BPS bargaining team break, this proposed TA was not signed.

ITEM	Proposed Article 27.013 Overtime - 1010
Debra began discussion stating she has viewed other contracts. Debra also mentioned Florida laws follow Federal laws which leaves it up to the discretion of the employer. Delores passed across the table to Rivers the OESPA contract from Orange County Public Schools, specifically page 40. Rivers stated this will not be ratified today as the BPS bargaining team will need time to review. After the BPS break, Rivers asked for clarification. Debra stated this involves 8 hour employees. Rivers clarified the following scenario: employee holiday on Monday, employee works 10 hours on Tuesday and 8 hours the next 3 days, the employee would receive 2 hours paid @ OT rate. Debra confirmed. Debra also confirmed holiday, winter break and pre-approved annual leave.	
OUTCOME	After conclusion of the BPS bargaining team break, this proposed TA was not signed.

ITEM	Proposed Article 6.01 Promotions - BPS
Rivers began discussion stating a promotion is a change in pay grade or class. Hours changing up or down does not make it a promotion. Rivers also pointed out that the proposed language is already in the 1010 contract under the Professional/Technical promotional section. Debra added once we get thru pay raise and salary schedule, a higher pay grade will be more money. She also added 1010's issue is with employee moving to higher pay grade with no addition increase. After the bargaining breaks, Debra voiced her concern. The use of 'promotion' is only used in the contract which is causing a back and forth between teams.	
OUTCOME	After conclusion of the 1010 bargaining team break, this proposed TA was not signed.

ITEM	Proposed Article 6.02 Promotions - BPS
Rivers began discussion stating BPS is in the process of getting new ATS system. BEACON will be going away. Debra agrees with this proposed language change.	
OUTCOME	TA Signed by both Chief Negotiators.

ITEM	Proposed Article 33.06 Professional/Technical Wage and Salary Schedule - Mutual
<p>Rivers referred to this article and stated he has looked at other districts as well. Debra added this has been an issue for a few years. Employees are moved to higher job class. Rivers asked Debra to define 'higher'. Debra explained if an employee is in CORE and moves to Prof/Tech, no difference in money. Rick asked if Debra was talking about calculations and that there are multiple perimeters when moving from one to another. He added Rochelle is well aware and working on. Rivers said without Comp Study, he cannot see where the true issue lies. Leslie commented the language of 'promotion' is only used in the contract and 'transfer' is commonly used on board documents. Rivers stated a transfer should be one position to another. He gave an example of a I to a II. He believes 1010 is getting 'hung-up' on the term 'promotion.' Rick added the placement schedule is confusing and not an accurate depiction which has been used for years. Rochelle is working on implementing best practice for the salary schedule. Debra commented she encourages employees to find out what they will be making before they apply for a transfer. After the bargaining breaks, Debra voiced concern that the district seems more in favor of employees hired from the outside versus our current employees. Rivers agreed the outside employee's years of service is greater than the current employee and that Rochelle is working on a process to streamline. Debra commented the current employee has no incentive to stay and advance with the district. Debra inquired as to the frequency of employees who are hired and receive training only to resign after receiving their free training (bus drivers). Randy answered that it does happen, but not as frequent. Debra suggested a possible contract signed by employee guaranteeing they stay for a reasonable amount of time before resigning.</p>	
OUTCOME	On-Going

****BREAK-OUT SESSION****

ITEM	Days of Service Calendar - BPS
Rick explained the days of service calendar and where they can be found on the BPS website.	

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Correction in minutes from August 22, 2018 bargaining session	Angela Kersten	Correction made and uploaded on 9/18/18.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
2 nd Sit-Down regarding Job Descriptions BPS: Rivers Lewis, Rick Morton, Rochelle Schwindt 1010: Debra Greco, Delores Varney, Leslie Lawter	Rivers Lewis	Before next bargaining session