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## **SPALC Negotiations Minutes March 26, 2009**

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**SPALC Team:** Donna Mutzenard, Suzan Rudd, Bob Rushlow, Patty Allen, Arto Brown, Fred Bucher, Betty Chang, Mike Hukowski, Robert Lane, Jamie Michael, Lori Overhoff

**Facilitators:** Shellie Halstead, Marsha Bur, Sara Kohlhauff, Patti Elkin, Janet Borchers

**Recording Secretary:** Linda Jo Sanders

### **Agenda**

Check in  
Minutes  
Alternate Duty Training (edited-proposed language)  
Probation  
Reduction in Force  
Suspension 7.013-Language Changes (Dismissal to Termination)

### **Check In**

Name  
How are you time constraints? 4:45, 6:30  
Elephants  
Expectations  
Missing: Mike, Ron, Jack, Jamie

### **Expectations**

Have a very productive evening ### ## ///  
Move forward  
Have a great meeting /  
Accomplish something tonight /  
Get on with the process

## **Alternate Duty Training**

### **Options cont'd**

5. Add language about providing information to the employee about State assistance/programs
6. Provide post-employment information
7. 6 + as application

### **Straw Design**

- 3.. Regarding 7.06(a) at the end add "employee who does not meet the criteria for Alternate Duty shall lose their employment with the District"
6. Provide post-employment information

## **Probation**

### **Story**

- Undue burden on HR staff if previous language implemented
- HR staff involved in finding position not manageable

Pull issue – remove language agreed to last session

## **Reduction in Force**

### **Story**

- Last year RIF earning experience never faced before
- Communication of information re: reduction in people caused problems answering questions for SPALC
- RIF job classifications given – no idea who people were affected by SPALC
- District complied with collective bargaining agreement
- District tries to work with surplus and seniority lists
- When documents are created they become public record
- To notify SPALC employees & union sent letters at same time
- Employee may receive verbal notice from principal
- District's 1<sup>st</sup> obligation to employee
- RIF occurs by classification
- SPALC does not know amount of people affected

## **Reduction in Force cont'd**

- In 2001, large reduction in paras met and analyzed employees by hours worked
- District is doing their job – SPALC
- District wants to make sure employee hears from appropriate sources
- Media in town will contact affected employees to get their story
- District can have conversation w/SPALC day of RIF
- When document assembled can contact SPALC
- Length of contract service with Board defines seniority
- Waivers in RIF – (7.07)
- 7.044 – article in contract that defines waivers
- Under META employee with less seniority kept due to language
- Under RIF District seniority is priority – META met through involuntary transfers – not through RIF

## **Interest cont'd**

- Fairness
  - Morale
  - Employee satisfaction
- Student achievement

## **Option**

1. Commit to meet the day the action item moves forward – both SPALC & District

## **Suspension**

### **Story**

- Suspension without pay action – requires Board action in most cases – 1 exception – Transportation Guidelines
- Board action is a lengthy process – so it can be weeks between the infraction and Board action
- Florida Statute does allow for suspension without pay to occur through Superintendent, until the next board meeting
- In Progressive discipline suspension without pay is a step
- A lot of time has been spent developing progressive discipline proves
- SPALC is concerned about a person being suspended without pay without due process
- Normally a suspension without pay leads to termination so Board should make the decision (perception)

## Suspension cont'd

- Part of the process would be going to the Board so they would be involved
- Sometimes the suspension without pay is the disciplinary action
- Morale of the employees could be impacted by suspension with pay “vacation” (perception)
- Suspension with pay cost in excess of \$100,000 in 2004
- Suspension without pay without Board approval could lead to potential abuse of power
- Transportation employees see suspension as step to termination
- Suspension without facts
- Maintenance – every employee is entitled to due process employees suspended without pay – rumor is fired
- Employees suspended without pay innocent until proven guilty
- Probationary employees – no due process
- If no just cause – made whole after process
- Perception – guilty by co-workers
- Abandoned job – process followed
- Suspension – benefits paid by employee
- Suspended employee could be perceived as slacker
- Morale bad – entitled to due process – position back but not benefits
- Suspended without pay – 5 days “could” file for unemployment
- Suspended employees might not be entitled to unemployment compensation
- Not aware of time when calculation doesn't include refund of benefits cost - might be delay
- Suspension upheld might cost a period of benefits
- And even while suspended with pay do receive benefits
- District is not trying to take away due process from the employee
- Public agencies are held to a higher standard than private industries the process can be a hindrance not about circumventing due process
- Bargaining employees are held to a different standard than management employee
- Management employee are on annual contract
- Administrators are held to a stringent standard, which may not be visible to all (perception)

## Options

1. Status quo

2. Suspension without pay done unilaterally by Superintendent until the next scheduled meeting by the Board

## Language Changes – Article 7.103

### Story

Use termination throughout contract (from dismissal)

## Direct Deposit

### Story

- Direct deposit (3 years ago) required new hires in all pay groups except SPALC
- Some banks won't allow account without credit checks on employee
- Some banks charge service fees
- Discussion about cash card downloaded on "card" for employee without checking account
- Some have problems with garnishments and other issues
- Will cash card have district playing bank? Holding money
- District was not to be charged – but then there was a charge (\$1 month) (\$12 year)
- Many of these types of cards exist without stigma
- Deposit – then find withdrawn on direct deposit causing problems
- Direct deposit is a medium to pay vs. a piece of paper – cash loaded on a card is as easy
- We are looking for ways to become more efficient and cost effective
- New programs, like cash card, could be presented to employee as valuable
- Present how this would work then ask the questions
- Arrange presentation – plus cost
- Hurricane Charley - paper checks that were not usable
- Currently can choose 1 job in direct deposit – and 1 not
- Employees currently receive separate checks for each job now- all jobs will be on 1 check with Peoplesoft
- Taxes will be in accordance with IRS which will put us in compliance
- Direct deposit has identifiable information with regards to account numbers, etc.
- Payroll has requirements regarding routing to accounts
- Paychecks should not be in mailbox

Table until further information available

Check Out