



SPALC Negotiations Minutes May 11, 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

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Recording Secretary: Linda Jo Sanders

Agenda

Check In
Minutes
Stipend for Training
Tuition Reimbursement
Pay Deliver
FRS Alignment
Direct Deposit (Upon Arrival)

Check In

How are you?
Time Constraints: 6:30, 6:45
Elephants
Who is missing? Ami, Betty, Don, Bobby

Expectations

Get er done ### ///
Make progress ### ///
Get it done /
Finish the agenda ///

5-1-09 Minutes approved

Training Stipend

Story

- Could be director-approved not just principal-approved
- Training incentives-District offers incentives to improve efficiency
- Confusion exists about who stipends apply to
- Incentive budget not high
- Many people want to take advantage of this to improve themselves
- Administrator approval is inconsistent – some approvals are over ridden by district after administrator approves
- SPALC personnel paid less than teachers – official transcripts required – must be paid for
- Not many offerings for Paras
- Due to changes in laws district provides trainings during work time
- Try to correct perceptions re: required training vs. chosen trainings
- Years ago paid during work hours – now trainings are after hours
- Some people take trainings and are unaware they qualify for stipends
- Language in 15.06 appears contradictory
- Programs available are those that relate to work within district ”district – work related trainings” house-maker is not district related (language 15.06)
- Tuition waiver & reimbursement need to be clarified
- House maker employees should be able to access courses that matter to employees
- Tech center courses were reimbursed
- Tuition waiver for high tech center apply
- Some courses cancelled if 10 paying employees not enrolled
- Employees have signed up but 10 minimum not met – has been explained to employees
- Collection of stipend papers in spite of no reimbursement
- Employees do not count toward 10 paying minimum
- Reimbursements do not occur in separate checks
- Courses @ Vo-tech require that enrollment include community members enrolled-money expended & then course is cancelled
- Specific trainings offered to certain individuals – not offered to all – perhaps offer on a seniority basis
- District may be clarifying stipend reimbursement through compliance with contract
- Reimbursement does not specifically have to be work related (opinion)
- Grievances have been filed on this issue

Training Stipend cont'd

Interests

- Fairness
- Clarity
- Equality
- Morale
- Retention
- Efficiency
- Compliance
- Highly educated work force
- Affordability
- Manageability

Options

1. 15.06 change title to “Tuition Waiver/Reimbursement”
2. 15.071 - Remove language that that Principal/Supervisor need to sign stipend request
- ~~3. Change language in 15.071—line 43 change “2-year” to “1-year period”~~
3. 15.07 if a senior employee believes he should have been offered training that was offered to a different employee – they can file a grievance to be heard at a Level II
4. Change language where it does not have to be job related
5. increase the number of stipends employees can earn in a year to 3 – (15.07)
6. Change language in 15.07 from “community college” to “college”
7. 15.07 beginning line 35, to read: “Employees will be offered training opportunities based on the length of employment and technological advances in the trade.”

Direct Deposit

Story

- Cash pay – Visa card available to person who do not want direct deposit
- Currently 1500 employees have this
- Works like a Visa card, with PIN#
- Bank manages this not a bank account
- Employee received a monthly statement FDIC insured
- Do not have to maintain checks or worry about lost checks
- Saves with check cashing
- Win-win
- People with direct deposit received money on pay
- Receives money regardless of problems the District encounter – hurricane, district closure
- Can be used everywhere Visa is accepted
- Situation of loss or stolen checks resolved
- Can pay bills at no charge
- PIN number is free
- District pays for every stop payment for checks
- Can eliminate need to pick up checks employees paid mileage
- Reduces check fraud
- A company was printing checks using the district account #
- In order to receive full net pay, employee must go to a bank
- Not all ATM's pays to the dollar
- Can take all money off card employee does not have to leave money on card
- There is a replacement fee of \$5 – first replacement card is free
- PIN replacement fee is 25 cents
- Disadvantages to employer is when over payment occurs, or when employee no longer works for district
- If district loses banking relationship with current bank
- Withdrawals, 1 free week, afterwards its \$1.50 per transaction
- Stolen/cost cards, express delivery is \$15
- Fees are waived for length of banking relationship
- Pay stubs will still be issued
- Employee can not use more than what's on card
- Will come back with express delivery time line
- Another district forced cards upon employee – employee, employees were overdrawn and had to pay fee
- If employee wants to close account and opens account with Bank of America there is not fee
- Open account with another bank, there is a fee
- 2600-2800 employees do not have direct deposit
- District notifies employee of overpayment as soon as they are aware of overpayment

Direct Deposit

Story cont'd

- Currently employees without checking accounts pays up to \$5 to cash checks, sometimes up to 15%
- Some employees do not have bank accounts for anonymity
- Fees remain the same for the length of the contract
- District decides whether or not all employees participate in Visa card program – not the bank
- The only change to employee is paper vs. plastic
- Kiosks for computer use in various places where employees can access information
- English and Spanish support and hearing impaired support at 800 number

Interests

- Consistency
- Ratifiability
- Efficiency accountability
- Manageability
- Fairness
- Morale
- Progressive

Options

1. The cash pay card option will be offered to all employees who do not currently have direct deposit but not mandated
2. Status quo
3. Employees would be required to access their pay via direct deposit or cash pay card
4. Employees have access to an 800 number to check balance at no charge

Recommendation to table issue until questions can be answered and SPALC can speak with members – bring back on 5-19-09

Check Out