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## **SPALC Negotiations Minutes May 19, 2009**

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

**Facilitators:** Marsha Bur, Neketa Carthen, Donna Mutzenard, Patti Elkin, Shellie Hallstead

**Recording Secretary:** Linda Jo Sanders

### **Agenda**

Check In  
Minutes  
Stipend for Training  
Pay Delivery  
FRS Alignment  
Budget Update  
Temporary Reassignments  
Non-reappointment/Poor Performance  
Calendar

### **Check In**

Time Constraints: 4:45

Missing

#### **Expectations:**

Move On ###

Move Forward /

Have a meeting

Make Progress ### ### /

Let's finish up

Get er done

**5-12-09 minutes approved**

## **Stipend for Training**

### **Story cont'd**

#### **Data Request Report**

- CDSB states that if principal signs off – their department lets it go through unless data is missing
- Most training requests were for technology
- 109 requests include both in house and outside trainings
- Some funding sources restrict what the money can be used for
- Technical people need 5-6 courses for certification within first couple of years of employment
- Question of whether support people are encouraged to sign up for courses
- Staff development used to offer more classes – fewer options may account for low # of people signing up
- For tech employees, training is set up by IT Department but training occurs from outside sources
- Training must take place on employees non work time
- District needs for additional skills and employee desire for advancement should direct training opportunities
- Third stipend could benefit both parties
- Paraprofessionals are having the most difficulty doing after school training and therefore don't have the information needed to work with students
- CSDB survey asking for desired/needed trainings
- May need to consider revising 15.07 and 15.071
- Many SPALC employees don't like the computer survey – prefer paper
- July 1 Go Live for Navigator has resulted in many man hours to meet current contract language
- Changes can be made i.e. 2-3 stipends but will take additional time and can't be ready by July 1

#### **District Caucus Report Out**

- Talked about options posted and their feasibility
- Manageability issue relates to Navigator project implementation will take time

#### **Options**

11. District and bargaining unit make a concerted effort to promote employees enrollment in training opportunities
12. Labor Management examine survey and it's distribution method for recommendations for improvement

## **Stipend for Training**

### **Straw Design D**

5. Increase the number of stipends employees can earn in a year to three no later than June 2010
10. Stipend form be taken to Labor Management for possible revision
12. Labor Management examine survey and it's distribution method for recommendations for improvement

## **SPALC Caucus Report Out**

- discussed proposed language

## **Direct Deposit**

### **Options**

1. Add to draft language – employees who elect this option are encouraged to have previously opted for direct deposit previous to January
2. Accept proposed language pending agreement on duration of contract

## **Direct Deposit**

### **Interests**

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

## **Direct Deposit**

### **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

5. Study the process with possible implementation of the cash pay card during the length of the contract (offer to people who want this – not mandate it)

### **Story cont'd**

- There's perception that employee's not in favor of cash pay card is because of irresponsibility
- Some employees do not trust banks re: excessive overdraft fees
- Employees are required to have direct deposit with FRS
- Some employees are still waiting to hear if they have a job or not
- SPALC discussed the pay card with Stewards May 14 – Stewards were not in support of this at that time

### **Calendar additional sessions**

Tuesday, May 27 – 8:00 to 12:00 and 2:00 to 5:00

Friday, May 29 – 9:00 to 2:00

### **FRS Alignment**

#### **Story**

- 15.051 – members are confused by language
- Lead in paragraph about termination pay
- Vesting in FRS went from 10 to 6 years
- 2 unhappy members who have been told they won't get sick leave
- Law says Board will develop policy regarding this
- Language in existence before change to 6 years
- This provision was bargained in the past and it was identified as 10 years
- Employees are confused with current language
- Employees have perception that when FRS went to 6 years, this would change also

- New, existing Maintenance Dept. employees understand the difference between the two because they have been trained as to what this difference is

### **Interests**

- Clarity
- Affordability
- Fairness
- Manageability

### **Options**

1. Status quo
2. Rewrite the language for clarity
3. Employees be able to collect their terminal pay if they leave after 6 years and are vested in FRS

Table issue and bring back later

Check Out