



Executive Board Meeting
April 6, 2009

Minutes approved from March 9, 2009 meeting
Pledge-Marla Stark

17 Executive Board members
13 Attending

NEW BUSINESS

1. Negotiations: Our negotiation team will be Boyd Kimber, Doyle Herndon, Tony Beale, Tracy Atkin and Nan Kirkpatrick; we will call others in for any special items for their particular area on those days only. Proposed negotiation items as follows:
 - A) Do not freeze steps and lanes
 - B) Do not touch retirement
 - C) Fully fund medical insurance
 - D) Increase flex spending to \$7200.00
 - E) Cuts straight across the board, days off to affect all, teachers, administrators, classified.
 - F) Index the 20 year step that we negotiated for last year.
 - G) Blue Book issues: Sick leave section under family sick, the DFL form would now go straight to HR only the bottom stub saying released to work would go to the supervisor. This new form has a perforation with carbon copies. The doctor fills out the form and the top goes to HR and the bottom would show the return to work dates and any physical limitations only and would go to the supervisor, this would put us in compliance with HIPPA laws. We believe the district is allowing us to open the blue book this year so that they can revamp the RIF policy.
 - H) Seniority in transportation to remain the same as it is now, (we would like to add this to the blue-book).
 - I) If we do the 2 days shut down, if the teachers are given their days back we would have wording to gain ours back as well.
Jerry Norton made a motion to approve the negotiations team as presented
Kora Lynn Drake seconded the motion
Discussion
Vote, all in favor, motion carries.
2. Boyd and Tony shared with the board the presentation that the district gave on proposed budget cuts.
3. The keyless entry doors/swipes were done on a grant; it did not cost the district any money.

Attending:

*Boyd Kimber
Doyle Herndon
Tracy Atkin
David Shell
Elese Salmond
Jo Ann Palmer
Sue De La Cruz
Brian Mann
Jerry Norton
Jackie Van Etten
Kora Lynn Drake
Marla Stark
Tony Beale
Nan Kirkpatrick*

Excused:

*Dave Richards
Mike Memmott
Don Turner
Sherri Linnell*

Absent:

Tracy Atkin made a motion to amend the motion from last month's board meeting on meeting reimbursements as follows: Amend the motion to exclude the secretary/Treasurer, the President and Vice President from yearly pay. The Secretary Treasurer will be paid the monthly stipend for their work for the association and will be paid quarterly for meetings along with the president and vice president. All other board members will be paid on an annual basis.

Brian Mann seconded the motion

Discussion

Vote, all in favor, motion carries.

4. Delegates conference: The following will be the delegates for 2009:

Boyd Kimber-Delegate
Tony Beale-Delegate
Doyle Herndon-Delegate (lifetime member)
Mike Memmott-Delegate
Brian Mann-Delegate
Sue De La Crus-Delegate
Else Salmond- Delegate
David Shell-Delegate

Sheila Kimber-Alternate
Brenda Beale-Alternate
Merrienne Utley
Pat Perry-Alternate

**** (later amended to show two people)**

The District will only allow one person (the president) to use association leave; all of the rest of the delegates will have to use personal time. Lunch and dinner counts were taken.

Jerry Norton made a motion to approve the delegates as presented

Tony Beale seconded the motion

Discussion

Vote, all in favor, motion carries.

Tracy Atkin made a motion to have David Shell pay for the conference rooms with his credit card and the association will reimburse him for that.

Brian Mann seconded the motion

Discussion

Vote, all in favor, motion carries

Jerry Norton made a motion to have the association pay for both nights of hotel for the delegate conference and the meals need to be paid out of each individuals meeting reimbursement.

Doyle Herndon seconded the motion

Discussion

Vote, all in favor, motion carries

Business

1. Outstanding Employee- Jerry Norton said that we had a nomination from the carpentry shop, nominating Mike Memmott for employee of the month for April.

Jerry Norton made a motion to accept Mike Memmott as outstanding employee of the month for April 2009.

Jackie Van Etten seconded the motion

Discussion

Vote, all in favor, motion carries.

2. Granite District Board Meeting- David Shell and Else Salmond went over the board report they went over the boards proposed budget cuts.

3. Insurance Committee- Tony Beale and Doyle Herndon- We had an appeal to allow flex spending to go through March 31st of each year instead of the 15th. The flex spending company charges us a fee to adjust flex maximum amounts. We had employees lose \$30,000 in flex money that they did not use.

The district would like a letter from the associations that we are for the online positive enrollment; Star Orullian will draft that letter for both associations to sign.

Cost control- They asked us to come up with 2.1 million for the insurance and we were able to come up with 2.2 million. There will be changes to the medical plans. Pharmacy benefits changes in co-pays and changes in co-insurance. Out of pocket maximums did not change. Network changes from the select care to select med PPO with swing out option; this affects less than 3% of our employees. The following year we could bump to 35/50 on pharmacy and leave the generics alone. Office visit co-pays changed from 20 to 25. Premiums should remain the same, we don't know yet for sure if there is an increase it will be minimal.

The meeting time for the insurance committee was changed to begin at 3:00 PM instead of 2:30 PM.

4. Fund Raising Committee- David Shell and Else Salmond- We still have See's certificates available for Easter and Mothers Day. We will be sending out new fliers for this.

DEPARTMENTS

1. Custodial-Nothing

2. Food Service-There is still a problem with compensation time, one of the coordinators and one of the secretaries said that they can send the guys home early on Friday if they missed their lunch on any of the days during the week. Betsy and others said that HR said that they can send them home early. We need a Black and White policy on this compensation time issue. If this were compensation time it would be listed at 45 minutes. Our payroll person is confused because we are saying one thing and HR is saying another.

3. Hourly- Nothing

4. Information Systems- Nothing

5. Instructional Assistants- Reminder to get the word out the National Para Educator's conference is being held in Salt Lake City this year it runs from April 30 through May 2 2009.

6. Maintenance-Nothing

7. Police-Nothing

8. Police Electronics- Nothing

9. Secretaries- Nothing

10. Transportation- Nothing

11. Warehouse- Nothing

USEA/NEA- Nan Kirkpatrick – Legislative update

Nan went over negotiations and delegates conference and upcoming budget cuts.

Jerry Norton made a motion to adjourn

Brian Mann seconded the motion

All in favor, motion carries

Meeting adjourned at 7:20 PM