



Executive Board Meeting
May 11, 2009

Minutes approved from April 6, 2009 meeting
Pledge-Marla Stark

17 Executive Board members
14 Attending

NEW BUSINESS

1. Negotiations: We are at a standstill right now; we have not started negotiations yet. The team will be meeting on Wednesday to finalize our items. We will be looking to open the blue book this year. (Discussion took place on the maintenance compounds apprenticeship program, it is a federally sanctioned program and a part of the signed agreement between the district and the apprentices includes yearly steps and lanes. The folks in this program will have to have this as per their agreement. (Boyd asked for a copy of the apprenticeship contract that the district signs with them, Jerry will get one to Tony by Wednesday so that he can bring it with him to the pre-negotiations meeting at USEA headquarters). Dave Richards asked about the straight across the board cuts, and if we were still looking at a furlough day. Boyd and Tony both said that the furlough is off of the table, the board has balanced their budget and the cost savings are not there like we thought they would be. They said that there will be 2 student non attendance days where employees will receive their training, like transportation, custodial, Para professionals etc. Marla asked if we can get a schedule of trainings from Deb Spark so that they have a definite of what the two trainings will be. Will people be paid to attend these days? Boyd said yes they are contract days. (We will schedule to meet with Deb after negotiations are finished). Sue asked when the board finalized their budget. Boyd said that it was finalized on May 5, 2009 at the Board of Education meeting.
2. Delegate's conference: The conference was fairly uneventful this year. There was some difficulty with parliamentary procedure. A committee was formed to look at the possibility of restructuring the dues so that it is easier for new and potential members to understand. NEA's dues are collected annually, USEA is monthly and locals are everything from weekly to monthly and some even have department dues with collections up to 30 times a year. Delegate's conference will be held in St. George again next year.
3. Other business: Elese asked about the quarterly debit credit report, she wondered how often people were paid for their meetings. Tracy explained that she did not list the quarterly board reimbursements on that sheet because they did not occur prior to the cutoff date of March 31, 2009. We also did not list March Dues because they had not arrived as of that date as well,

Attending:

*Boyd Kimber
Doyle Herndon
Tracy Atkin
David Shell
Elese Salmond
Sue De La Cruz
Brian Mann
Jerry Norton
Kora Lynn Drake
Marla Stark
Tony Beale
Don Turner
Dave Richards
Sherri Linnell*

Excused:

*Mike Memmott
Jo Ann Palmer
Nan Kirkpatrick*

Absent:

Jackie Van Etten

they will both be listed on the April, May and June one. Tracy also stated that there was a typo, the drivers for the Wendover fund raiser trip amount was \$210.00 not \$205.00 as listed. Tracy also mentioned that we took in more for Wendover than the deposit that was listed, is was listed in previous quarters, we made about \$650.00 on the trip which really helped out with us paying the Web for the entire year and with purchasing the See's candy certificates.

4. Other business: Else asked why our web page is not up to date to show that we are working on negotiations etc. She also asked if we can have the bi-laws not be password protected, she felt that all members should be able to view them not just the board. Tracy said she will re-send the newsletters to Doug and she will ask him to remove the password protection on the bi-laws. We have a newsletter almost complete, Boyd asked us to hold off on publishing it until after negotiations so that we can include that in the newsletter.
5. Brian Mann made a motion to include the impromptu board meeting in the minutes and to accept the president and vice president as the two people that would receive the association leave time.

Jerry Norton seconded the motion

Discussion

Doyle Herndon made a motion to amend the motion; it will remain president and vice president as long as the district will only grant two people one day each for the delegates' conference.

Brian Mann seconded the motion to amend

Discussion

Vote, all in favor of amending the motion

Motion on the floor now reads; to include the impromptu board meeting minutes and that if only two employees are granted one association day leave each from the district that it will always be the president and vice president that will receive that time. Expanding to other attendees if the district increases the number it will grant.

Vote, all in favor motion carries.

Else said that she was worried about the district cutting out being paid while they were in a meeting during work hours. What is the possibility of cutting back on the number or times that we meet for association business? Can the district take away the association time? Boyd said that as long as they call you in for the meeting you are okay it will be covered; if you call or schedule the meeting it will not be covered.

Tracy Atkin made a motion to suspend the June and July's regularly scheduled board meetings.

Jerry Norton seconded the motion

Discussion

Vote, all in favor, motion carries

- Note we will be called to attend an emergency board meeting to approve negotiations prior to the mass meeting that will need to be held for ratification.
- Tracy will order checks as part of the supply budget.

Business

1. Outstanding Employee: Jerry Norton said that we had three nominations, Shawna Nay from School Services, Bonnie Williamson from Kearns Jr. High and Mark Detton from Hunter Jr. High
Jerry Norton made a motion to accept Shawna Nay as employee of the month for May 2009, Bonnie Williamson for June 2009 and Mark Detton for July 2009.
Doyle Herndon seconded the motion

Discussion

Vote, all in favor, motion carries.

2. Granite District School Board Meeting: They balanced the budget, they closed Granite High, moved the new comer academy to Granite Peaks High School. The calendar committee realigned some of the days to end with two non-student attendance days so that we could save money on busing and be able to use those two days for training days.

3. Insurance Committee:- We made recommendations on the employee appeals flow chart that is being created. Some of the changes include being able to drop A D & D and life insurance at any time during the year; this is a no harm no foul situation and does not affect taxes. You could drop them at any time but you could only pick them up during open enrollment.

We had one vision appeal, they asked to drop; the problem with dropping this type is that a claim can be made against it, they need to pay into the plan for the entire year to make up for the use. The mental health parody we were looking into has been opted out for this year; this does not change the coverage it will be the same, it would have been an enhancement.

We will be looking to increase the maximum flex spending amount to \$7200, this will go to negotiations by our association and the teachers.

Starting this October there will be an online positive enrollment for benefits, even if you have no changes, you will need to log on and check that you want everything to remain the same. This type of positive enrollment will occur every year from here on out.

Sue asked if the insurance premiums were going to be doubling, she said that is the rumor that is floating around. Tony, Boyd and Doyle all said that if there is any increase to the premium at all it will be small. We were able to cover the deficits with co-pay changes both in office visits and in prescriptions. We adjusted some networks and combined Select Care Plus with Select Med. It will now be called Select Med Plus, same options with a swing out option. Sue asked if prescription co-pays counted towards the yearly deductible or not. Tony said that it does count towards it on some of the policies and it doesn't on others.

4. Fund Raising Committee: We still have a lot of the See's certificates, we need to get these sold.

DEPARTMENTS

1. Custodial: Nothing

2. Food Service: Last month I asked for some clarification on the lunch time being interrupted. We are telling them one thing and the management is telling them another. If they have their lunch interrupted on Wednesday as an example; they are asked to go home early on Friday. We have nothing in writing and everyone is getting told different things. The answer we are getting is that they have the right to send them home early on Friday if they had any interrupted lunch times during the preceding week.

Boyd said that he and Nan are working on it and have not been able to get concrete answers yet either; he suggests that as they return from their call out they should then say that they want to take their lunch and sit down and take their half hour lunch then. This will inconvenience the management and we may finally be able to get them to give a solid answer on this issue.

3. Hourly: Nothing

4. Information Systems: Nothing

5. Instructional Assistants: At the Para Educators conference AFT had a huge presence; they have had people ask them what the difference is between the two associations.

Boyd said number one, AFT can't negotiate for them, only GESPA can; Boyd sited what had happened down in Washington County when AFT raided there. Because of AFT down in Washington County, they have now established a 50% membership rule, they can have no dual membership and they have stopped all negotiations.

6. Maintenance: Nothing

7. Police: Who are the representatives from the district side for negotiations?
They are Dr. Gourley, Lloyd Bybee, Tom Given, Von Roskelley and Terri Van Winkle.
Will you be bringing up the holiday pay for officers in negotiations this year?
(Tony and Boyd both said yes).
8. Police Electronics: Nothing
9. Secretaries: Nothing
10. Transportation: For the start of the New Year it would be nice to have new packets for membership. Boyd said that we will be picking up 200 packets from USEA on Wednesday.
11. Warehouse: ON the RIF policy with a provisional employee if they are looking at two contract provisional employee's and they need to let one go due to budget cuts, shouldn't they have to look at seniority, length of contract, pay scale and other items to determine which of the two would be RIF'd? Is there anything in the policy that allows us to challenge this? (no, not with provisional employee's)
- Boyd said that Nan has been asked to sit in on the interview process on the placement of the surplus personnel so that there is no bias and all of the rules are followed.

USEA/NEA- Nan Kirkpatrick – Legislative update

Boyd said that we have several ongoing grievances; we are unable to talk about them at this time.

Doyle Herndon made a motion to adjourn
Brian Mann seconded the motion
All in favor, motion carries

Meeting adjourned at 6:45 PM