

Granite Educational Support Professionals Association

864 East Arrowhead Lane Murray, Utah 84107-5211 Phone: 269-9320



Executive Board Meeting Minutes

May 19, 2008, Monday 5:30pm

Conducting: Boyd Kimber, President

Pledge: Brian Mann

Number on Exec. Board /17

Number in Attendance /9

Minutes Approved from April 2008 Meeting

NEW BUSINESS

- Elections**-We need to hold elections/send ballots on all board members that have no one running for the position to make sure that everyone supports having them remain in their current position.
- Delegate Conference- Boyd Kimber** State by law changes were discussed
- Granite School District Board meetings**- Secretary will distribute a new list and send e-mail reminders to departments when it is their turn to attend board meetings
- Change GESPA board meeting nights- Tracy made a motion to move the GESPA board meeting night from the third Monday of each month to the second Monday of each month. This would enable the Executive board to attend insurance meeting and then the executive board meeting on the same day. Brian Mann seconded the motion.
Discussion
Vote, all in favor-motion carries
- Marla Stark made a motion to eliminate the June, July and August board meetings.
Mike Memmott seconded the motion
Discussion
Vote, all in favor-motion carries
- Merit pay bonuses- The district is putting together a program where every department will have some kind of evaluation program. It will be questionnaires geared to that department. Two copies will be filled out, one by the employee and one by the supervisor. The last 2 years that the teachers have received the \$2500 and the \$1700, it has been merit based. If they are written up they can be docked income each month until it is resolved. We would rather not take the performance based money from the legislature. They are offering \$200 that would need to be applied for by each district for their classified employee's.
- We feel that it would be beneficial to have monthly meetings in all departments and schools. The building representatives would meet with supervisors/principals each month to try and work out some of the problems before they get worse. This will keep information flowing both ways.
- Fall BBQ- We have been asked to team up with JCEA/JEA and GEA to attend and participate in a fall BBQ, where we would invite all candidates, senate, legislative, school board etc. to attend the BBQ and meet with the 4 associations. Every person in both districts that work for the district would be able to attend and to bring their families. Our cost would be \$250. The teachers unions from both districts would pick up the majority of the cost.
Tony Beale made a motion that we forgo a month or two of board meeting reimbursements to go towards this cost and to commit to the BBQ. (the months would be May and the emergency one this summer to schedule Mass meeting to ratify negotiations.

ATTENDANCE

Boyd Kimber
Tracy Atkin
Tony Beale
Mike Memmott
Brian Mann
Mickey Winter
Marla Stark
Jerry Norton
Sue De La Cruz

EXCUSED

Else Salmond

ABSENT

Stefnee Sayers
Dave Clark
Eileen Anderton
Lora Lynn Drake
Dave Richards
Doyle Herndon
Susan Nielsen
Jo Ann Palmer

Tracy Atkin seconded the motion

Discussion

Jerry Norton made a motion to amend the original motion and have it state that we use the budget that is already set aside for the June, July and August meetings to pay for the BBQ.

Brian Mann seconded the motion

Discussion

Jerry Norton based on new information will suspend his motion to amend.

Tony Beale amended the original motion to read: to suspend reimbursement on tonight's meeting and the emergency meeting for scheduling the mass meeting for ratification to pay for the BBQ.

Jerry Norton seconded the motion

Discussion

Vote, all in favor- motion carries

Motion reads as amended: To support the BBQ in the fall with suspending board reimbursement from tonight's meeting (May 2008) and the ratification meeting to cover the costs of the BBQ.

9. Negotiations- Everything has been settled except \$ and the actual percentage (WPU). We are asking for an additional longevity step of 2% at 20 years. We are asking that our 15 year step/longevity be equal to the secretaries. Personal leave days, we presented to the district for all non 12 month contracts (9, 10 and 11 month contracts) would receive an additional day of personal leave with 100 % reimbursement, this is all of our non-vacation employee's who only have personal days and sick leave. In order to do this vacation employees would lose their

We have the potential for a total package of 4.2% this year. The district does not want to give us more than 3.55 % on the salary schedule to not exceed what the teachers received, so we are looking at the uniforms separate and the 2% on the 20 year longevity.

Blue Book- We will add step children and step grandchildren to the language on funeral leave.

Insurance- The prescription co-pays will remain the same and the employee percentage will be maintained each year at 5% for employee and children and 20% for spouse. It will be adjusted each year up or down to keep it at that percentage. We will be adding language on the insurance committee to match the teachers, stating that teachers and classified shall be in on all aspects including appeals of insurance.

Custodial career path, the district asked who should be paid more and elementary head custodian or an associate? Currently we believe it should be the elementary head custodian, because they are in the building all by themselves. A job study will be conducted on these two portions.

BUSINESS

Committees reporting

Outstanding Employee Committee - Jerry made a motion to accept Dale Pitkin (May) and Linda Farr (June) for outstanding employees.

Tracy seconded the motion

Discussion

Vote, all in favor- motion carries

We will vote on July and August employee of the month when we meet for negotiations ratification.

Insurance Committee- no meeting this month due to negotiations

Negotiations Committee- see above

DEPARTMENT REPORTS

1. **Custodial**-nothing
2. **Food Service**- Keith Horton (we will check with Nan on the status of this case). He has a grievance and is currently on paid administrative leave. Sue asked what a CAST meeting was and Boyd and Tony explained that it was a committee that discussed the next step on discipline and they go over all of the write ups it consists of several administrators and also includes Lloyd Bybee, Mike Fraser, Donette McNeil-Waters, Tom Given, Larry Mitchell and Kent Fine. They decide if the employee should have a written warning, days off or termination. After that is decided is when we are able to step in again on behalf of the member.
3. **Hourly** -nothing
4. **Instructional Assistants**- Tony spoke with Lloyd Bybee about the testing on the para-professionals, and giving them contracts and then saying that if they don't comply and pass the test that they will take away their contracts. Some could be in their contract position for a full year and then if they are unable to pass the test within that year they would/could lose their contract. This is also true if some of the Information Systems folks. We feel that all retake tests costs should be covered by the district as it is a requirement of their job.
5. **Information Systems** - What rights do the middle management people have? (Tony responded with the fact that they are paid off the of the middle management pay scale, however, they are classified employees and can be members.
6. **Maintenance**- The electric shop, there was a problem with two employees in the parking lot. One individual has received the lead man position after this altercation occurred. Under district policy any individual who has been reprimanded is not eligible for any promotion for 6 months. There was luncheon/training this would have been a working lunch and we were told by our foreman that we could not attend unless we used vacation time. If we can't get the training how can they evaluate us. Especially in maintenance, our supervisors have no idea what we do out in the schools. One door may take a couple of hours and one may take a couple of days due to lack of parts etc. All they look at is completed work orders, they will ask how come this door took 2 days and if you haven't written anything down you could end up in trouble. There is no place on the work order to write down time spent chasing a part, tracking down items needed to perform the job etc. Foremen need to do a better job of making sure that all parts needed for a work order are ordered and available at the shop before we set out on a job.
7. **Police/Electronics/Safety**-nothing
8. **Secretarial**- nothing
9. **Transportation** -nothing
10. **Warehouse**- nothing

Mickey Winter made a motion to adjourn at 7:42 PM
Tony Beale seconded the motion
Vote, all in favor, motion carries

President Signature: _____

Secretary Signature: _____

Approved: Yes or No