

Granite Educational Support Professionals Association

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



MINUTES Executive Board Meeting

March 19, 2007 Monday 5:00pm

Conducting: Tony Beale, President

Pledge: Doug Woolsey

Number on Exec. Board /16

Number in Attendance /14

Minutes from February 21, 2007 Board Meeting Approved

NEW BUSINESS

1. Boyd Kimber introduced our newest Executive Board Member. Elese Salmond was voted into office by the Transportation Department. She will hold the position of President Elect.
2. **SENATE BILL 56** - Tony Beale reported on the affects of this bill to the Association. Basically this bill that was passed gives all Unions, or Associations in the educational system to equal access to school districts. GESPA will be discussing changes that will need to be made with Granite District. Some of the issues are; Collective Bargaining, District Inter-mail System, Bulletin Boards, Emails, Association Release Time, etc.

SB56 has also taken many agreements away from the Associations that have been agreed upon between the Association and the School District over the past 30 years.
3. **BUILDING REPRESENTATIVE PROGRAM** - Tony reported that we will be looking at revamping our (B.R.P.). He would like to see us getting a meeting setup during the summer to meet with all the building reps., and discuss their job as representatives. Also to see an increase in enrollment efforts.
4. **NEGOTIATIONS** - Tony reported that our first negotiation meeting will be April 9, 2007. The presidency had a list of items they felt were important to add to the package for this year. Tony read and the board discussed each item. Items are as follows:
 1. Money - Minimum of 4% possibly ask for 6%.
 2. Family Sick Leave Usage: 10 days
 3. Medical Insurance
 4. Personal Leave Program, same for everybody
 5. Steps and Lanes
 6. Fully fund the 5 years early retirement insurance
 7. New Apprenticeship Program for Custodial Department
 8. Short Term Disability Changes (1 year) or No years
 9. Instructional Assistants Pay Lane Change

ATTENDANCE

Tony Beale
Boyd Kimber
Doug Woolsey
Jerry Norton
Brian Mann
Tracy Atkin
Stefnee Sayers
Sue De La Cruz
Doyle Herndon
Marla Stark
Susan Nielsen
Jim Cleveland
Ken Whetstone
Don Turner
Mike Memmott
Mickey Winter
Norbert Bench

EXCUSED

Gailia Shepherd

ABSENT

Richard Payne

10. At retirement or termination, replacing employee immediately after rather than having to wait until the employee uses there vacation.
5. **USEA WORKSHOP** - Norbert Reported. Officers workshop will be held at USEA on Saturday March 24, 2007 from 10am to 3pm. Board members attending are: Tony Beale. Boyd Kimber, Tracy Atkin, Mike Memmott, and Doyle Herndon.
6. **USE OF FLEX-SMART CARDS** - Tony reported that many box stores do not have the proper codes and will not except the smart-card. Employees can still get reimbursement by sending in the receipt. Many box stores are slowly changing. This problem has occurred because of the IRS regulations.
7. **GESPA SHIRTS** - Tony asked Stefnee what the status on the shirts that we should have had back in October 2006. She has run into some problems but will get them done.
8. **MISCELLANEOUS** - Jerry Norton has never been called upon to lead the Pledge of Allegiance.

Mickey would like some time at the next board meeting for Fundraiser update.

Marla Stark has not been receiving the mailing of the Agenda, Doug will check into it.

Sue De La Cruz's name is spelled wrong on the minutes and on the website, Doug will get this changed.

A letter was sent to Mike Fraser about the surplus of Instructional Assistants, this is a problem the Mike will take care of with Paul Sager.

Talk about the Bonus from the legislature. Amount is really unknown at this time. Though it originally was \$360, that was based on the number of classified employees in the state. Changes have to made already and it will probably be much less. The "Bonus" will probably not come until after October 2007.

BUSINESS

1. **NEGOTIATIONS** A motion was made by Brian Mann and seconded by Jerry Norton to approve the negotiation items as discussed (section 4.) Opened for discussion. It was brought up that we should ask for at least 7% or 8% money. After discussion;

A motion was made to amend the main motion by Boyd Kimber, it was seconded by Doyle Herndon. The amendment was to set the money percentage to 7%.

VOTE: PASSED

Main motion was then back on the table with the money set at 7%.

VOTE: PASSED

2. **OUTSTANDING EMPLOYEE** - Jerry Norton Reported. Jerry made a motion to accept the committees recommendation for Outstanding Employee of the Month for April 2007. The person chosen was Gennine Davis, Instructional Assistant at Hartvigsen School. The motion was seconded by Susan Nielsen. **VOTE: PASSED**

3. **SCHOOL BOARD MEETING** - Brian Mann attended and reported. The District receive an Award for the GEC. Board discussed Granite High School. District chose contractor fo Wasatch Junior High. Some where not to happy about the company that was chosen by the board. Next meeting will be attended by Brian. April's School Board Meetings will be held on April 3rd & 17th. The secretaries and Instructional Assistant will attend.
4. **INSURANCE MEETING** - Doyle Herndon Reported. The committee discussed appeals, No Increase in insurance cost this year, Workman's comp. Issues, and dental insurance options.
5. **ADVISORY MEETING** - Tony Beale Reported. Negotiations will begin at the next schedule Advisory Meeting (April 9, 2007), Monday. The custodial apprenticeship program, twice a month paychecks for Bus Drivers. (Petition was sent around at the transportation compound), 43% were in favor. Advisory Minutes are attached to the original minutes.
6. **GRIEVANCES** - Tony Beale Reported. - We have two in custodial, one in maintenance. Issues are Transfers, and Dress Code.
7. **PETITION FOR VOUCHERS** - Tony Beale Reported. Board members were encouraged to help with the accumulation of signatures for the petition against vouchers. Some employees were concerned they couldn't sign them or help to pass them around in their shops. The districts published response was, " Employees are encourage to get involved with issues such as these." See Attachment to the original minutes for more information on the vouchers.
8. **DELEGATE CONFERENCE UPDATE** - Norbert Reported. Norbert reminded the board of the delegate conference and to get their reservations done. The Resolution that GESPA submitted was reviewed by the USEA Attorney. USEA has some better options that would be easier to implement than our resolution. As in the resolution would have to make many changes to the USEA constitution which would be very time consuming. Norbert suggested that we form a committee to meet with USEA and the attorney to come up with an amended version of our resolution. The board agreed. Tony, Doug, Boyd will schedule a meeting to meet with them.

President Signature: _____

Secretary Signature: _____

Approved: Yes or No