



Executive Board Meeting
November 10, 2008

Minutes approved from October 13, 2008 meeting
Pledge-Brian Mann

NEW BUSINESS

1. Fundraiser/Promotional Committee- Elese Salmond asked what they would use the money for from the fundraisers. Boyd said that is usually goes into the general fund. It can go towards delegate conference, shirts, etc. Elese asked if there was a dollar amount that we would like to see raised. Boyd said that there was no particular amount. The committee is looking at moving the Wendover trip to the end of February. It will now be on Friday February 27, 2009, this is a payday and far enough past the holidays that we should get a great turn out. The committee also looked at VG card. You pay \$15.00 for the sheet of coupons for the business on the VG card and the VG-2 is a card that gives you discounts for several businesses. We would keep half of the money on the VG and VG-2 cards; however, they are only good for one school year. We could also look at shirts, coats bags etc. that we can place our logo on. The entire board can wear them and we can give them out as gifts and incentives. The committee also looked at SEE's candies as another fundraiser.

Tracy Atkin made a motion to accept the color green for the color of our board shirts.

Brian Mann seconded the motion

Discussion

Doyle Herndon amended the motion to have the green color of the shirt be light green.

Brian Mann seconded the amended motion.

Discussion

Vote- All in favor, motion carries

The cost of the shirts can range anywhere from \$10.00 to \$100.00, we are looking at about \$15.00. We will check with Doug to see if we have the logo digitized already or not.

2. November 19, 2008 is ESP day, the ESP employees will be recognized at the District Board meeting tomorrow night (Tuesday November 11, 2008 at 7:00 PM). The following employees will be recognized by the Granite Education Foundation. Margo

Attending:

*Boyd Kimber
Doyle Herndon
Tracy Atkin
Mike Memmott
David Shell
Elese Salmond
Jo Ann Palmer
Sue De La Cruz
Don Turner
Brian Mann
Sherri Linnell
Kora Lynn Drake
Nan Kirkpatrick*

Excused:

*Tony Beale
Dave Richards*

Absent:

*Jerry Norton
Marla Stark*

France, Morningside, Ann Spor, Transportation, Jeff Weight, Sandburg, Joy Ashley, Bates Kitchen and Bill Bidell, grounds.

3. Custodial elections- Information was sent out for custodial elections. Tracy will get the building representatives e-mail list to Doyle. The nominations need to be in to Doyle by November 21, 2008.
4. Commitment cards- Boyd will contact those who were at the Fall Officers workshop that filled out commitment cards, he will then report back to USEA. The representative for area 2 which covers Murray, Granite, Tooele and Salt Lake school districts; 2 people applied for this position on the state board.
5. Police department- AEM's these are allegations of employee misconduct. The officer in the past was never notified of and AEM and they did not have the chance to rebut it. We have changed this now, the officer is now notified when they receive and AEM and they have a chance to respond to the AEM.
6. Sick Leave Policy- Nan Kirkpatrick went over the sick leave policy.
7. Nan Kirkpatrick is checking on the 9 month contract employees, she is researching when the change occurred from 185 days to 180. Most of the employees are working 177 days and are now being told that they have to work those 3 extra days.

Business

1. Outstanding Employee- Jerry Norton was absent and will present at the next board meeting. We have not had any nominations come in the last two months.
2. School Board Meeting- Doyle Herndon and Boyd Kimber.
3. Insurance Meeting- The medical and dental in running at 106% this year. The district underestimated this year's usage. We will be putting a committee together for Health/Fitness to help with exercise and health issues to hopefully help reduce insurance and prescription usage.

Elise Salmond made a motion to have Doyle Herndon serve on this committee.

Mike Memmott seconded the motion.

Discussion.

Vote, All in Favor, motion carries.

DEPARTMENTS

1. Custodial-elections as discussed earlier.
2. Food Service- Jo Ann Palmer and Sue De La Cruz met with Rich Prall; he wanted to have some examples of how classified employees are recognized in our district in other departments and in other districts. Some examples of pies, cookies, gift cards, gift certificates movie tickets etc were given. In food service Rich Prall is going to send a cupcake or something to all food service workers. We spoke with him about call in's and they have not come up with a solution yet. Rich is going to get with Ron and Craig and come up with a solution by mid December. One solution may be to possibly rotate weeks with different

people. The meetings that we have been having with Rich Prall are on our own time, will we get paid to attend those meetings or will we get trade time or meeting pay from the association? Boyd said that it depends on the department. Boyd said we will bring it up in Advisory as a general question about being compensated for meetings. Food Service has a warehouse foreman out on injury for a month, we have someone filling that position he has fulfilled 15 days and now another 15 days beyond that. Would he be paid at the first level of the higher position? He is not being paid the step 1 of the new positions salary, he is acting lead man and should be paid at least step 1 of the lead man pay.

Food service asked why we are doing the evaluation committee: Boyd said that it came directly from the superintendent to the director of HR. We have no measuring tools to evaluate to be able to obtain the pay per performance monies from the state. To access these funds we have to have an evaluation process in place. This will mean more money from the legislature more pay for higher evaluations.

Food Service asked what this will do for negotiations. Boyd said it will not change them. Sue said that the employees are worried about supervisors giving good evaluations to their buddies and bad ones to others. Boyd let them know that managers would do the evaluation and then would send it to their supervisor or coordinators so that there are some checks and balances. This is one of the reasons that we are doing the committee to help iron all of these issues out. The committee's goal is to create an evaluation process that will address all of the concerns and fears while still providing a measurement tool to obtain legislative funds.

The entire GESPA board would like to see the evaluations go up as well as down. We may possibly look at doing a certain number of supervisors per year or some kind of cross evaluation. Most other districts have this in place and it is working well. We should be able to evaluate the supervisors as well.

3. Hourly- Nothing

4. Information Systems- Nothing

5. Instructional Assistants- Nothing

6. Maintenance- Nan heard that they are making a real push on wearing protective gear and if you do not wear it you will be written up. She would like to see something in writing on what safety gear is required for each department and division so that each employee can be given one so they know what they are supposed to wear. Nan suggested that we add this to the Advisory agenda. If they are required to wear safety gear then there needs to be training on the safety gear and there needs to be information available in the MSDS sheets for each department. (*implement a safety training meeting for maintenance, custodial, foods etc.)

7. Police-nothing

8. Secretaries- Nothing

9. Transportation- Nothing

10. Warehouse- Nothing

Brian Mann made a motion to adjourn

Else Salmond seconded the motion

All in favor, motion carries