



Executive Board Meeting
March 9, 2009

Minutes approved from February 9, 2009 meeting
Pledge-Jo Ann Palmer

17 Executive Board members
13 Attending

NEW BUSINESS

1. We need to look at changing the date of the April board meeting, it falls on a non-work day for those that are hourly and less than 12 month contracts.

Tony Beale made a motion to move the April board meeting from April 13^h to April 6th, 2009.

Mike Memmott seconded the motion

Discussion

Vote, all in favor, motion carries

2. Tabled Item-to look at paying the web master on an annual basis instead of quarterly.

Doyle Herndon made a motion to bring the tabled item back to the table.

Tony Beale seconded the motion

Discussion

Tony Beale made a motion to pay the web master for the remainder of the 2009 year, with an annual discussion in December of each year to discuss whether to do this for the upcoming year or not.

Doyle Herndon seconded the motion

Discussion

(It was decided that the payment would go out each year in January if it was decided to pay it annually, otherwise it would revert back to quarterly payments.)

Vote, all in favor, motion carries

The Secretary/Treasurer will cut a check for the remaining balance of \$450.00 to the web master for the remainder of 2009 and add to December 2009 agenda to discuss this again.

3. Boyd met with the drivers in transportation to answer questions about the association and about upcoming budget cuts, we as members and board members need to continue to educate and advocate to all of our employees about the association.

Attending:

*Boyd Kimber
Doyle Herndon
Tracy Atkin
David Shell
Elese Salmond
Jo Ann Palmer
Tony Beale
Dave Richards
Sue De La Cruz
Nan Kirkpatrick
Mike Memmott
Brian Mann
Jerry Norton
Don Turner*

Excused:

*Marla Stark
Sherri Linnell*

Absent:

*Jackie Van Etten
Kora Lynn Drake*

Business

1. Outstanding Employee- Jerry Norton said that we had a nomination from transportation nominating Pat Perry for employee of the month for March.

Jerry Norton made a motion to nominate Pat Perry for employee of the month for March 2009. Elese Salmond seconded the motion

Discussion

Vote, all in favor, motion carries

2. Granite District Board Meeting- Dave Richards and Brian Mann reported to the board on the board meetings that they attended.

3. Insurance Committee- Tony Beale and Doyle Herndon

The committee went over the utilization reports; our costs are huge on pharmacy. We are looking at the national mental health parody. We are supposed to have the same co-pay for mental health as for medical health and the same coverage's on hospital stays. The committee asked for cost information on this, as a self funded government agency we are able to opt out of this if the costs are too high.

The estimation of benefit changes for 2010 are being looked at, one option we are looking at would be to have a \$50.00 deductible for pharmacy per person each year. Another option is changing the co-pays to 10, 25 and 45. We are currently at 90% in network and 70% out of network on our co-insurance; an option for this would be to change it to 80% for in network and 60% out of network.

We had 2 employee appeals, one on flex spending was denied and the other was a life insurance appeal that was denied last month and looked at again this month and approved. We will be looking at changing the language to this to cover clerical errors and having a strict deadline on being able to drop each year. The only drops that would be approved would be drops that do not involve the IRS and do not cost the district any money.

Benefits will contact the employee on the approved appeal on the life insurance drop.

We are looking at being able to provide flex spending to our hourly employees, Tony and Doyle will bring this up in the next insurance committee meeting.

4. Fund Raising Committee- David Shell and Elese Salmond

A big thanks to all of those that helped pull off the very successful Wendover fund raising trip.

5. The board discussed yearly board reimbursement right before delegate convention time each year.

David Shell made a motion to change board reimbursements from quarterly to annually payable in April of each year, prior to the annual delegate conference.

Mike Memmott seconded the motion

Discussion

Tony Beale made a motion to amend and have a quarterly accounting of this to ensure that they proper amount of meetings were recorded.

Doyle Herndon seconded the motion

Discussion

A quarterly e-mail will be sent to board members verifying the number of meetings that they attended. Those that do not have an e-mail account will be contacted by phone or mail. This will be paid annually in April of each year.

Vote, all in favor on the amendment, motion carries

Original motion vote as amended, all in favor, motion carries

6. We held a mass meeting for food service workers on February 24th at Taylorsville high school in the auditorium. The meeting was held to answer questions that had arisen from the new time clock system and bi-monthly pay for our hourly employees.

7. We will be hosting another mass meeting for food service workers at the central kitchen, members only on Friday March 13, from 3:15 to 4:45 PM to answer questions and concerns. We will be recording and taking statements that we will give to the Board of Education and the superintendency to show how many problems we have with Sydexho. The secretary will also be taking notes and will transcribe the recordings.

DEPARTMENTS

1. Custodial-Nothing- there have been two situations, 1 is an ADA issue and the other is a Jr High custodian, both are non-members and we are unable to help them. Night associates are being pulled for training the apprentice's- This should be listed as an emergency call out and they should be paid overtime.

2. Food Service- If a non-member is going through a disciplinary action, are they allowed to ask us to sit in on it, are we supposed to represent them? (As a non-member, No). The protective gear that we spoke about last month is being looked at. Jo Ann Palmer and Sue De La Cruz met with Rich and he is having Betsy look into purchasing the additional equipment for those that need it in foods in the central kitchen.

3. Hourly- Nothing

4. Information Systems- a member asked if there is such a thing as a one week furlough and insurance costs doubling and no step and lane funding this year; that is the rumor that is going around in information systems right now. (We will not know anything definite until the legislature is done meeting and we see where we are at.)

5. Instructional Assistants- Nothing

6. Maintenance-Family sick- we need better clarification on the family sick language. Some supervisors are still misinterpreting.

7. Police-Nothing

8. Police Electronics- We are trying to get funding for some training. We are being told that there will be no out of state training. What do we need to do? Can this go to the next advisory meeting? This training is for the move from Analog to Digital. The board suggested that they get all of their information together and fill out the travel authorization form with all of the supporting documentation and information to submit with the request.

9. Secretaries- Nothing

10. Transportation- How long until someone is trained to allow drivers to view their videos after hours? Boyd and Else will follow up with Tom Given on this item.

11. Warehouse- Do the middle managers have the responsibility to look at and make changes to their employee's responsibilities? Printing is changing the job descriptions on their entire staff. (Boyd, Doyle, Tracy and Nan will meet on this issue, it may go to advisory) Who will printing report to now that they are not listed under purchasing?

We will know the full impact on Thursday March 12, 2009 at midnight. The stimulus package from the federal government and the bonding will have helped to bring it down from 17 ½ % to a deficit of 6%.

990 hours of instructional time is mandated for all students. One item is the 65 % solution, that is 65% of all general fund expenditure should go to instruction, support services was excluded from that 65%. WE are asking our employees members and non-members to contact their legislators speaking against the 65% bill, we need so much more than just instructional time funding. This is Senate bill 241 (65% solution) listed as instruction expenses.

There is 414 million dollars in the rainy day fund (Utah)

HB 381- to prohibit any paid association leave- we (USEA) opposed this bill and it failed.

ESP's will be included with the teachers on pay per performance, there will be between 5 and 20 million on the teacher pay per performance.

HB 266- orderly termination Act- this was shot down again this year, due to our employees contacting their legislators.

We need to put together our negotiations team as soon as possible.

Evaluation committee- They are looking at different possibilities like an evaluation once every three years. The supervisor would still be able to evaluate an any time, this would still cover us in the orderly termination act. If you are a career employee you are evaluated every third year. As a provisional employee you would be evaluated yearly. If you are marked as unsatisfactory or needs improvement, there needs to be remediation and training and goal setting to help the employee bring this area up. Before we do the full implementation, we want to make sure we get it right. This is a good self evaluation tool for all of us. It will hold the supervisors responsible to make sure that this is done and they need to be properly trained in how to conduct the evaluation.

Jerry Norton made a motion to adjourn
Elese Salmond seconded the motion
All in favor, motion carries

Meeting adjourned