



Granite Education Support Professionals Association

Executive Board Meeting
January 10, 2011

Approve Minutes from February 7, 2011 Mass meeting and board meeting
Pledge-Tony Beale

17 Executive Board members
11 Attending

Clarification with the president on last month's minutes, minutes will be reprinted and sent to the board with the corrections

New business

1. Negotiations: We met on the 14th of March and went over the proposals, this year is a huge year for working on policies, and our book is open. Nan went over the proposals for this year.
 - A. Section 8 under DFL's correct language to match current practice and form.
 - B. Section 8 holiday rates, proposing striking with the exception of police officers.
 - C. Section 6 24 hour notice on disciplinary action.
 - D. Section 5 annual increment steps, this will mirror the language used by the certified association.
 - E. Section 8 added grandparent's in-law to sections d and f.
 - F. Uninterrupted lunch hour.
 - G. Work week definition.
 - H. Items for discussion: Blue book to be updated by us within 30 days of ratification. District policy vs. memorandum. Trade days for custodial. Single blue book item can be opened up and reviewed without opening the entire book, if both parties agree. Travel time for on call maintenance folks who are called out more than one time in a 24 hour period. Officers vs. private security firm. Theft at buildings and construction sites. Sick and vacation days before STD kicks in. Twice a month pay periods for custodians. Personal leave for less than 12 month contract folks.
2. Boyd introduced Sandy Drake; she is our state board representative.
3. 403B proposal: Both GEA and GESPA are proposing to move to the 403B for the retirement bonus, incentives etc. This would be a savings for the employees and for the district which would leave more money in M and O for bargaining.
4. Area representatives, phase 1: We started with Tony Beale's network (Skyline), we had all but two make it the training sessions. We are ready to move on to another network. Nan spoke about the importance of the AR's and how much the one on one contact can make a difference with our members.
5. Delegate's conference: We need to have the names and any guest names for delegates conference by Friday April first, 2011.

Attending:

*Boyd Kimber
Tracy Atkin
Doyle Herndon
Mike Memmott
Tony Beale
Lana Sutton
Brian Mann
Elese Salmond
Jo Ann Palmer
Nan Kirkpatrick
Jackie Van Etten
Cindy Rottini*

Excused:

*Cindy Smith
Jerry Norton*

Absent:

*Don Turner
Sherri Linnell
Marla Stark
Chris Beck*

Discussion took place on the delegates conference and what would be paid for the delegates attending.

Doyle Herndon made a motion that we pay the delegates meals and \$25.00 for gas to get them from home to Park City and not pay any hotel this year since it is local.

Tony Beale seconded the motion.

Discussion

Vote 4 for

3 opposed

1 abstained

Vote is tied; Boyd Kimber exercised his right to vote to make or break a tie, he voted in the affirmative. The motion carries with 5 for and 4 against.

Boyd commented on the fact that we will be revamping board policies this year and that we need to consider putting in verbiage that clarifies when a hotel reimbursement would be offered, example if more than 50 miles reimbursement for hotel would be offered for one night.

6. Spring officer's workshop: The bargaining workshop was held at USEA on Saturday March 26, 2011. We had 5 board members attend the collective bargaining training.
7. Vice President Election results: Mike Memmott won the election and will take over as Vice President in August.

Business

1. **Outstanding Employee:** no nominations
 2. **School Board Meeting:** Boyd and Else attended, Boyd reported that the hot topic of the night was Olympus High and the rebuild process that was proposing relocating a business.
 3. **Insurance Committee:** We did not have a meeting this month, we did do one e-mail appeal vote and the appeal was denied.
 4. **By-Laws Committee:** We will be meeting again soon to begin work on board policies.
 5. **Promotions/Fundraising Committee:** We had a Wendover fundraising trip and we raised \$200.
 6. **AREA representative Membership Committee:** We already spoke about this earlier, we have launched the Skyline network.
- **Note City of South Salt Lake will be moving into Granite High in April.**

DEPARTMENTS

1. Custodial: Sweepers- Child labor laws. We have custodians who are upset with the recent memo, we let the board know that they need to spread the word that it is child labor laws and we have to adhere to the law. This is OSHA and child labor laws that are not new, but are now being strictly enforced.
2. Food Service: The ladies are all wondering if there is a possibility of a raise this year. Boyd said that there was an increase in the WPU but they took money out in other areas, until the district has budget numbers, we will not know if this is possible.
3. Hourly: Lana asked a question about hourly and their rights, requesting leave etc. (Advisory)
4. Information Systems: Nothing
5. Instructional Assistants: Nothing
6. Maintenance: Memo on not parking on the sidewalks for all district vehicles and for deliveries foods etc. The memo came from the board of education. (Advisory)

7. Police/ Police Electronics: Nothing

8. Secretarial: Nothing

9. Transportation: Nothing

10. Warehouse: Nothing

USEA/NEA- Nan Kirkpatrick – Nan said that we hope to see all of you at delegates conference in May as either a delegate or an alternate.

Brian Mann made a motion to adjourn

Mike Memmott seconded the motion

Vote, all in favor motion carries

Adjourned at 7:10 PM