

# Mass meeting

## 2-7-11

Attending: Boyd Kimber, Doyle Herndon, Tony Beale, Cindy Smith, Brian Mann, Marla Stark, Elese Salmond, Chris Beck, Jackie Van Etten, Don Turner and Nan Kirkpatrick

The mass meeting was called to order at 5:15 PM

Boyd welcomed everyone and turned the time over to Nan Kirkpatrick for the legislative update. Nan spoke about the many budget cuts and about HB183 that is dealing with association leave time for school districts. She said that we currently have 10 days that we can utilize. She spoke about SB127 that is proposing a change to post retirement, this one would remove the 60 day waiting period. Nan then turned the time over to Doyle Herndon for election information.

Doyle reminded everyone about elections for department president elects and for Executive Board Vice President. Those that are interested in running for Vice President need to have their petitions in with a minimum of 25 member's signatures indorsing their candidacy in by February 25, 2011.

Negotiations:

Nan said that there will be no COLA again this year; and she reminded everyone that the blue-book will be open and it is a great year to work on policies.

Boyd went over the Nextel phones for custodians. We wanted to wait and talk to everyone tonight to see what the climate was, it had seemed like it was dying down a little and we were worried about having Dr. Gourley send out another letter, sounds like we do need to do that. We will ask him to define what would be a valid reason for not answering the phone would be, and to define what would be an invalid reason. We will ask them to define respond and to clarify how many phone calls they take in one evening before I can be compensated for my time. There is an inequity between departments, some are paid an hour for just having to call in another employee to cover a shift or for snow removal. Yet custodians can receive phone calls all evening every evening and not get compensated for their time. Dispatch is calling our custodians a ton on their Nextel phones. We asked Chris Beck to send out a survey to all of our custodians asking how much time each day they are spending on calls.

We will ask for an on call clarification

Travel time: If they have multiple times being called out in a single day, you only get the hours, so how do we get compensated for a second or third trip out, we get paid our time worked for those other trips but not for the travel time. They should get an additional hour for the extra trips.

Police Department: We no longer have any officers after 7 pm. If we are not going to have them 24/7 we don't need them. The district has hired a private company to monitor

the construction sites at a cost of \$60,000, why not put our officers back to work 24/7 to monitor these sites and all others instead of paying a private firm a ton of money. Since Granite Police have had the schedule change, we have had a lot of theft of wire, computers etc from the schools. The money the district is spending to replace these items and repair things when we are broken into has far outweighed the cost of keeping our officers on duty 24/7 to patrol, not to mention the cost incurred when we have to call in another agency if it is after hours for our officers. It has cost us dearly to not have our district officers working 24/7 anymore.

Job Protection: If you have been at a school for a number of years and they are forcing you to move, even if you do not want to, they can still move you. How can we gain the right to not have to move? This would be inclusive of all classified employee departments.

Steps and Lanes: Add steps and lanes verbiage to the blue book

Switch accrual rate from days to hours in the blue book

Change the start of the work week verbiage to allow for snow removal on Sundays. This will allow the crews to remove snow on Sunday and allow the sun to help melt, it will save on blades not having to plow ice, it will save on salt as well. Currently they are not called out during the weekend right now, so early Monday morning they are out trying to push ice and snow that has been sitting, trying to prepare for students and staff to arrive at all of our locations.

Keep seniority in transportation for route and field trip bidding? Tom Given has a policy book that he has written himself. He has changed it multiple times and he never gets any authorization from the district or the board of education. No one ever checks to see if his book is in compliance with district policies and rules. All drivers must sign each year that they have read it and received it.

Custodial: Associates are still making more money than an elementary head because of the shift differential.

Inspectors: Our district inspectors used to receive a car allowance and mileage reimbursement. They no longer get either one. When they were hired on, that was part of their package. They have to drive all over the valley and are being told that they cannot even ask for mileage reimbursement. They should by law at least still be getting mileage reimbursement.

Mike Burr, Dan Coupe, Rich Treggeagle, Pat Lawrence

Custodians: Secondary custodians have to use their personal vehicles to go and pick up propane for their schools.

Food service: We still have some folks who work a breakfast shift at one school and then drive to another school to serve lunch. If there is less than 45 minutes in between schools and times that they have to be there to serve. Then they are to be paid mileage. None of them are given mileage sheets or told about the mileage reimbursement opportunity to claim. Every department can claim mileage if they have to travel to another location for work.

We would like to see on STD that you only have to use the 10 days until disability kicks in, the district makes you use them all not just to fill the gap until disability kicks in.

Food service: our drivers are without drivers helpers now, we need to follow up with the letter stating the associations stance on this. Food services answer on this is to have them call the custodian and they can help them back up. There are many issues with backing a large vehicle up by yourself; kid safety, damage to vehicles, poles, walls and fences. The two worst schools for backing up are Morningside and Oakridge.

We would like to see emergency call out protocol in the blue book.

Busing: There are cars in the bus zone and kids in the bus zone. Silver Hills is one of the only schools that totally separates and enforces the bus zone. All other school just let them all go everywhere. What is the point of painting and creating a bus zone if no one will enforce it, will it take a child being run over to get things to change? No one seems to care.

Custodial department is the only maintenance department that is still paid monthly, can they move to a twice a month pay like the rest of maintenance? (note: foods and sweepers who are at the schools are all paid twice a month now, so the schools are already set up for it).

Boyd talked about insurance, last year we kept the premiums the same but raised costs in a lot of other areas, he asked what the members thought. The members would prefer to have the premiums raised this year if something has to go up. They do not want to see co-pays go up for visits or for prescriptions. They also wanted us to look at charging per child to help cover some of the costs. Blue Cross and IHC have two plans each now and that is all we have, we are self insured and the only way to go any cheaper than we are right now would be to go with an HMO. The only thing we can do this year will be to raise premiums, raise the percentage that employees pay, it is currently 5% of the premium that the employee pays and they pay 20% of the premium for the spouse. Equity in premium.

Food service: Rich is not approving leave when they list family reasons. For the 15 day leave requests.