



**Collaborative Bargaining Session**  
SEIU Building  
301 4th Street SW, Largo, FL 33770

May 21, 2015 – 12:45 p.m.

**Minutes**

Kevin Smith provided an update on the state and lack of having a budget right away.

The legislators are talking about holding a special session on June 1. We know that the budget will be about \$22M to \$23M from both houses and what the low income pool (LIPS) for Medicaid expansion will be. The FEFP will be about 28 percent.

The proposed district budget will be presented to the Board in late July. We are looking at possibly a 9.3 percent increase in health insurance from Humana. We will keep everyone up-to-date on what is going on.

The proposed state budget is at historic levels – per pupil funding is higher than it has ever been. 2007/2008 fiscal year funding was \$7,129; they are requesting \$7,140 for 2015/2016.

This year \$105M proration and more students showed up and we had a \$4M reduction. The constant has remained the same – 8.477.

Clint Herbic discussed the game time of athletic events – working on trying to change the schedule to start the games at 6:30 p.m. Players are getting to schools such as Tarpon Springs to Lakewood later and then the games don't start until 7 or 8 p.m. which means the students are out late. High school students need to leave as early as 4:30 p.m. to get to a school in south county as early as 6 p.m. for the games to start on time. Nick Grasso is working with the referees to see if they can start earlier. We need to have 15 to 20 people to drive buses. Due to the way the driver's bid – 4-5 drivers are interested, but need to supplement other drivers to participate. If we can start games earlier to get the students home before midnight, we need to enlist more help.

We have asked Mr. Grasso to be very involved in scheduling to keep the 4:30 p.m. time to a minimum. Michael Plott spoke with the maintenance people being paid under bus driver's pay.

We are looking at plant operations – short shifts during the day/night. How are we staffing plant operations – looked at 3 HPO, staffed at each school

9 HPO school-based are HPO 1; in addition to the 9 – title 1 and Gus Stavros

HPO 3 and 4 are primarily middle and high schools; K-8 (3) – level is determined based on square footage and number they supervise. Whatever the position is when someone retires/resigns we have been filling at the same level even though changes have been made.

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Move the HPO 1s to HPO 2s and eliminate those positions. Rename them HPO elementary, middle, high school and align them at the level of the administrator.

The Association of Physical Plant Administrators, DOE, and DOH have developed software that is used to determine staffing recommendations based on the square footage and the number who are supervised for each school. After the information is inputted for each school, the software determines how many people should be assigned to each school. Most schools would have no changes, some would increase. It is anticipated that there would be an increase of 12 – through attrition we would be able to make those changes. This would be the fair way of assigning individuals to schools.

We looked at night foreman positions at all schools. This position was supposed to be supervisory, but has changed to be more of a cleaning position with a little supervisory duties. No changes will be made at this time based on night time activities.

Elementary – HPO, night foreman, and 3 members of crew – 8 school have 4-4 ¾.

Take night foreman at elementary – plant operator – lead of that crew 75-85 percent leading and locking up; HPO would supervise including the evaluation of the crew. Position would be between plant operator and night foreman. Looking at grooming the person to take over for HPO when absent. This would happen completely through attrition – no one would be penalized.

SEIU would like to get the study on square footage and the proposed job description so they could review. Joey to send a request for information to Ron Ciranna to provide the information. The change may start in mid-September - October.

Anyone in the bargaining unit could apply for these positions.

What is the blended rate? Blended rate is determined by a formula from payroll.

SEIU would like to see the bus drivers have the opportunity to work additional hours.

Jerry stated that SEIU could come to see how the software works.

### **Proposals**

Change in Article 12, 23, 14

Article 12, section 14 – lease facilities jobs are supposed to be paid time and one-half and that is not being done. SEIU would like to get this changed so employees are paid time and one-half as intended.

Article 14 – Section 1G – vacation buy-back – long-term employees maxed out at accrual. They have to use it or lose it. Would like to be able to cash it out – not buy back. Staff stated that the statutes have to be reviewed to determine if it is possible. SEIU feels that it could be a savings if the salary changes.

Article 23, Section B – SEIU wants employees to know what specific charges are being presented so they know how to prepare if they are called in to OPS. Staff stated that there is a reason that the employees are not provided the charge information so OPS can gather information from all parties including the employee. If after the investigation it goes to a hearing, there is time for preparation.

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If under investigation – OPS calls the employee in to gather information. After findings, then the employee was called back. During the meeting, OPS can indicate what may happen or have further investigation.

If the allegations were true and were a violation of the contract, the employee has the opportunity to meet and provide information which rebuts or refutes, then the administrator can make a recommendation. If the administrator needs to investigate further, a recommendation cannot occur.

The purpose of not informing the employee during the investigation is intended to get answers that are accurate and not prepared and keeps the employee from contacting witnesses to alter their information.

SEIU asked why you can't bring your witnesses to the meeting. They also stated that there have been some instances when all information is not considered. The union does not feel that in-house issues have been investigated prior to going to OPS. If that is true, and it results in a suspension, then OPS would need to conduct the investigation, not in-house.

District - Say an employee is being sent to OPS. If the employee is not able to defend themselves, they can say they need to review and get back with them. If the employee feels they need more time to process the investigation, say so. If the employee needs for us to talk with someone else who has information, we will. The purpose is to get the facts.