

OESPA-CBLT

Tuesday, November 1, 2016

8:30 a – 4:00 p

Facilities Maintenance – 600 Building

***** FISH FRY *****

~ AGENDA ~

8:30 INTRODUCTIONS & WELCOME
Name/Title/Work Location

9:00 THE BID PROCESS FOR TRANSPORTATION SERVICES
--Other guests from Transportation

CINDY MENDEZ-TINDEL
Bill Wen

~~ Break ~~

9:45 – 10:00

10:00 FACILITIES MAINTENANCE
--The Training Program Initiative

Jim Surguine

Hard to Fill Job Titles in Maintenance
--Article XV, C, 1

Elizabeth Silva

Budget & Staffing Model for Custodians & Square Footage Update

Judith Padres
Bob Eller
Doreen Concolino

Central Support

--Training Programs (Past & Future)
--IPCS Testing & New Initiative (Pilot Program)

Kevin Ballinger

11:00 UPDATES

--Communication ref Union Leave for Union Meetings
--Bonuses for Employees Who Retired in July, 2016
--Gag Language
--Combo Supplements for Drivers

Lindsay Bowlin
Patricia Walker/Ken Pratt
Mike Ganio/Patricia Walker
Patricia Walker

**** LUNCH ****

******* BIG FISH FRY *******

12:00 a – 1:30 p

1:45 INSURANCE 101, PART I

BETH CURRAN

~~ Break ~~

3:00 – 3:20

3:20 Insurance 101, Part II

Beth Curran

4:00 Adjourned

***** Next Meeting ~ December 6th, 2016 *****

Wekiva HS

Note time change: 8:30 a – 2:00 p

***** TEACHER OF THE YEAR EVENT *****

**OESPA Bargaining
November 1, 2016
Facilities Maintenance – Building 626**

Minutes

The following notes represent a summary of the discussions that took place during the OESPA-CBLT on November 1, 2016.

Bid Process for Transportation Services

- An explanation and discussion on the bid process: Cindy Mendez-Tindel
 - Bid Routes are on line and bid books are at every compound.
 - Drivers complete a bid form listing their current route and their choice(s) for a route change.
 - The bid forms submitted by the drivers are timed and dated by when they are turned in.
 - Bids are posted for 5 days.
 - Once the bid process is closed, bids submitted by employees are placed in order by the employee's seniority within Transportation.
 - Seniority for Transportation is defined in the Glossary of the contract and only applies to the bid process.
 - Question:
Are the routes connected to the compound, or can drivers bid on any route district wide?
Answer:
Yes, the employee can bid on any route at any compound they choose, regardless of where they live. The routes up for bid include the type of bus, the manager and the compound from which the route will originate.
 - Deadhead mileage is when the bus is running with only the driver, i.e. when driving from the parking location to first stop or when driving back to the compound after dropping off the last passenger.
 - There can be changes to and removals of routes once the bid process is complete and routes have been awarded. Drivers can be moved from a route and placed on another route for a number of reasons. A few of the reasons include:
 - a) for discipline
 - b) an administrative move
 - c) the driver may be under investigation or a complaint was made against the driverThe move is usually done to protect the driver while the investigation is taking place. If there is no discipline, the driver will be returned to his/her route.
 - Question:
Are there any reasons the bus driver would petition to leave the route?
Answer:
Yes, in one situation the driver could not handle the children on the bus and asked to be moved temporarily. He was moved and sent back through student management training.
 - Once a route is accepted, the driver is obligated to keep the assigned route until the next bid process. Changes to the employee's route can occur under extenuating circumstances as described earlier.
 - Question:
If there is a tie between/amongst two or more drivers regarding their seniority, how is the tie broken?

Answer:

If there is a tie between/amongst two or more drivers regarding their seniority, the manager uses a deck of cards. The employee who pulls the highest card gets the route.

- Some drivers and monitors work at the school to help develop relationships with the students. Transportation pays for the time.

- Question:

Have there been more frequent route changes in the last few years?

Answer:

Yes, the homeless population has grown. We ended last year with over 1,700 homeless students. This was up from the 300 we had prior to this year. Also, school programs have changed. The homeless laws change every year and foster children have been added to the population.

See case law The McKinney-Vento Homeless Assistance Act of 1987 (Pub. L. 100-77, July 22, 1987, 101 Stat. 482, 42 U.S.C. § 11301 et seq.) regarding the homeless issue.

- Kenrick stated he would like to have the bid process added to the contract.
- There was discussion regarding a driver who has been on a route for 5 years, and the route has not changed. The driver has not bid on a different route. How was he able to stay on this route so long and not bid for it?
- If a driver loses a school and his route time is shortened as a result, the manager comes to the routing office, first. If possible, the driver is given extra field trips or a midday route to help make up the time lost when the school was removed from his/her route.
- Question:
If there is no way to make up the duty time the drivers loses from being moved from his/her old route with the new route to which he/she is assigned, does the driver get bid priority during the next bid process?

Answer:

If additional driving opportunities become available that can be worked into the driver's schedule, the manager will ask the driver if he/she can take it on.

- Kenrick stated he would like to look at the bidding policy and see what can be included into contract language.
- In 2015-16, the route bid process changed from being done monthly to being done 4 times per year. The monthly process was too hard to manage and there was no stability for drivers, routes and students.
- Some ESE routes are comboed every day with other ESE routes, but not with the general student population.
- 21 ESE wheelchair routes comboed on last Friday because of the high volume of Transportation absences. Over 200 drivers called out.

Facilities Maintenance

- Discussion on Training Programs within Maintenance Jim Surguine
 - Training Program Initiative: In response to concerns from the Maintenance UMM, we are now offering more programs. One program is for leadership. We now have 2 classroom portables at Magic Way. Maintenance has partnered with CTE for training and apprenticeship programs. They are utilizing Article XVI, M by providing training opportunities after the employee's duty day. So far, there has been no interest, with the exception of 1 employee. The tuition for the class will be paid by OCPS. Rick Pratt will be developing curriculum along with Anita Bennett to provide advance technical skills. There will also be a computer lab.

Maintenance will partner with architects and contractors in our building program to provide training and labs for our employees. We need help to get the word out about these classes. Maintenance wants to have good training for our employees.

a) There was a memo in August announcing the after-hours training. Just recently, there was a 3 day training for HVAC.

b) Question:

How will all this information be dissipated?

Answer:

Managers are to relay this information to their team during their monthly meetings. Jim Surguine committed to improving the communication stream in the future once the trainings are developed.

c) OESPA would like the information about the training opportunities to also get to the stewards. OESPA would also like to see an email blast about training opportunities to all employees.

d) The training needs to be specific to your job. OESPA would like to see more classes for employees to train on other jobs in which they may be interested and concentrate on improving job skills within a specific trade. There may be some training opportunities in the future that would assist the employee in changing their career path, but that is not what these trainings are designed to do.

e) Question:

Is it possible to have make up classes for the HVAC training for employees who were not able to make the original class?

Answer:

Jim says there will be additional classes for HVAC.

f) Ron Pollard would like to attend some of the monthly meetings held by the area maintenance managers. He'd like to help promote the training classes.

g) There should be some computer lab classes scheduled in January.

h) Question:

Are there more on-line classes for employees?

Answer:

Jim agreed to check with Anita Bennett to see what is available for classified employees.

i) Job shadowing provides an opportunity for employees to see what's involved with other jobs. Note: Add Jim's memo to the minutes.

- For the hard to fill job titles in Maintenance, Article XV, C.1 was used. This allowed the District to offer an applicant 20% above the minimum range for a hard to fill job title. Before offering this to an applicant, all current OPCS employees already in these hard to fill positions were granted all years of experience, up to 20 years, and their salaries were adjusted to reflect the additional years of experience.

a) Elizabeth Silva from Compensation Services reported on the impact.

b) Current employees were given the opportunity to submit additional years of experience.

c) 18 employees have taken advantage of this opportunity.

d) In the event the employer/company no longer exist, or if the employee was self-employed, Compensation will accept tax documents to verify the work experience. OESPA said there was a Social Security report that could also verify this work experience, however, Elizabeth was not familiar with this report.

e) A copy of the report that summarizes the salary adjustments for the 20% above range minimum is attached to these minutes.

- f) The 20% above minimum is helping fill positions in Maintenance. By awarding OCPS employees with all years of experience up to 20 years, it will avoid having outside employees come in and leap frog current employees.
- g) In addition to awarding the years of experience, OCPS needs to continue to be competitive with all the other employers in the Orlando area.
- h) Question:
Do employees know they can submit more work experience records?
Answer:
Compensation set up meetings with all the employees involved. They were all given individual letters stating how many years they had on file and how to submit more experience credit. They were given 6 weeks to get their experience credit submitted to Compensation in order for their wage adjustment to pay retro back to September 2, 2016.
Employees can submit experience credit after the six week timeline, however, the wage adjustment will not pay retro. It will only pay for pay periods after the credit is submitted and verified.
- i) Question:
If the hard to fill job titles change next year, will this process be repeated?
Answer:
Yes.
- j) OESPA brought up that TSR positions are becoming hard to fill as well. OESPA would like for those job titles be included. It was clarified that hard to fill job titles must be identified by both the department head and Compensation.

- Budget & Staffing Model for Custodians and Square Footage Update Judith Padres
 - Allocations are based on a 2 component formula:
 - a) Permanent structure(s): every 30,000 sq ft = 1 custodian
 - b) Temporary structure(s): every 20 portables = 1 custodian
 - Custodial allocations are rounded up and no work location is given a single allocation even if the square footage is under 30,000 sq ft.
 - The minimum number of custodial allocations is 3 regardless of the sq ft.
 - As a result of rounding up when assigning allocations, the average sq ft assigned a custodian is 26,503 sq ft.
 - Kenrick commented that the information provided really isn't a fair assessment of what custodians have to clean. Cleaning schools is different from cleaning office buildings. The District needs to consider more than just square feet to determine allocations.
 - Question:
When did this formula become the established norm?
Answer:
The 30K and 20 portables has been the formula since 2014. From 2009 to 2014, the custodial allocation was based on 27,500 sq ft for permanent structures = 1 custodian and 19 portables = 1 custodian.
 - OESPA believes that school population should factor into the formula.
 - OESPA also believes cleaning walls and cleaning grounds has to be factored into the equation because these things need to be cleaned as well.
 - Staffing is a separate issue from allocation and will be addressed later in the day
 - Council of Great City Schools uses the 27,400 sq ft per custodial allocation formula.

- This information can be reviewed at the *Managing for Results* website. It has additional information regarding this staffing model.
- Central Support Services – Update on Vacancies (Power Point) Kevin Ballinger
 - Custodial Services is now centralized and has the collective voice of 1,000+ employees. Good things have been shared and is being considered and changed.
 - The main focus for year 1 of being centralized is Cleaning! Cleaning! Cleaning!
 - The initiatives are to:
 - a) Provide hands on training
 - b) Focus on keeping custodians safe
 - c) Reduce injuries
 - d) Standardize training
 - e) Improve morale and promote a sense of team spirit
 - f) Reduce time required to perform job; which means work smarter
 - g) Provide restroom equipment standardization (i.e. soap & dispensers; air dryers, bathroom tissue & dispensers, etc.)
 - h) Have the correct and best equipment for the job
 - IPCS strength test
 - a) Lots of recruits failing test
 - b) This issue was reviewed by the Chief of Staff and the Superintendent
 - c) A pilot program will be launched which will utilize a 1 week training program in lieu of the IPCS testing.
 - * Training will be pre-hire/post-offer of employment. Candidate must take and pass all elements of the training class before offer of employment is final.
 - * During this training program pilot, IPCS test as a pre-hire/post-offer screen will be suspended.
 - * Training will include proper operation of equipment, proper cleaning and practicing safety in the work place.
 - * The employee is paid for the time they attend this training.
 - * During the pilot, data will be collected to assess effectiveness, efficiency, job performance and workers comp incidents.
 - * Approximately 100 recruits are ready to begin this training program.
 - * Their successful completion will fill approximately 100 of the now vacant custodial positions, districtwide.
 - * The first class is scheduled for 40 candidates.
 - * The target date for the first class is around December 1, 2016. If not December 1, the first class will definitely begin by early January, 2017.
 - * The pilot is approved for 2 years and will then be re-evaluated to either:
 - ~Continue with training pre-employment/post-offer in lieu of IPCS
 - ~Return to IPCS (or some other appropriate pre-employment screening tool)
 - d) Kenrick commented: this is significant.
 - e) Questions:

Do you have 100 candidates in queue? How many more folks do you need to hire?

Answer:

We have around 150 open positions and approximately 2 classes of 40 candidates in the queue.

f) Question:

How will candidates be paid if they're not OCPS employees? What about their seniority? What about their work experience credit?

Answer:

They are temporary employees paid by the hour. Their seniority begins when they become full time employees in a benefited position. They will have to complete the same experience credit form that every classified employee has to complete in order to receive experience credit.

g) Question:

Who is doing the training? What does it look?

Answer:

We are in the process of setting up the training models. We'll be using the ISSA training model, which is the industry standard for cleaning. The Central Support Management team is scheduled to meet again with HR in 2 weeks to discuss the training plan. Other training plans we're looking at include the Fed Ex training plan.

h) Question:

Can someone from OESPA see this training in progress? (Not as a recruitment opportunity for OESPA but to see what's included in this training plan.)

Answer:

Patricia would like to have a conversation with Ron about being an observer and scheduling a time when Ron can observe the training.

Updates

- Union leave communication Lindsay Bowlin
 - An email was sent to all payroll preparers regarding how to record Union Leave.
 - Union Leave must have authorization from the Labor Relations office.
 - Union leave is not an available option on ESS. Union leave has to be entered by the work site payroll preparer.
- Retiree Bonuses: Patricia Walker/Ken Pratt
 - We have language ready to sign that will get the retirement bonus into the hands (bank accounts) of those employees who retired in July.
 - There are approximately 21/22 additional retired employees who will receive this \$600 retirement bonus, once this agreement is signed.
- PDM letter and the ER script Patricia Walker
 - The language in the PDM letter and the script used by Employee Relations when conducting a PDM has been updated and the language in question has been removed.
 - Kenrick says there are other letters where this language needs to be removed.
 - Ken agree to provide Patricia with the names of the other documents from where this language needs to be removed so she can confirm this removal with LeighAnn Blackmore.
- Combo Supplements/Differential/Incentive Pay for Bus Drivers Patricia Walker
 - The District would like to offer incentives for drivers who drive combos to cover for drivers who call in. Initial proposal is as follows:
 - * \$20 per day (\$10 am & \$10 pm) for combos driven on Tuesdays, Wednesdays, Thursdays
 - * \$30 per day (\$15 am & \$15 pm) for combos driven on Mondays and Fridays
 - * Lots of call offs on Wednesday afternoons after drivers are paid

Next meeting is December 6, 2016 NOT November 6, 2016

Insurance 101 – Presentation attached to minutes

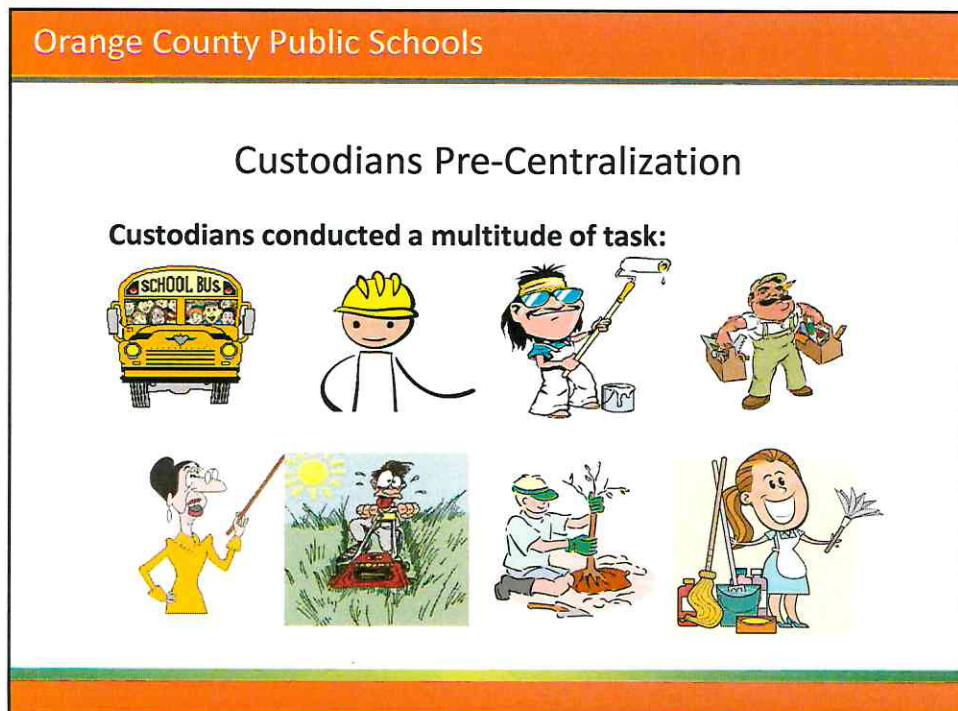
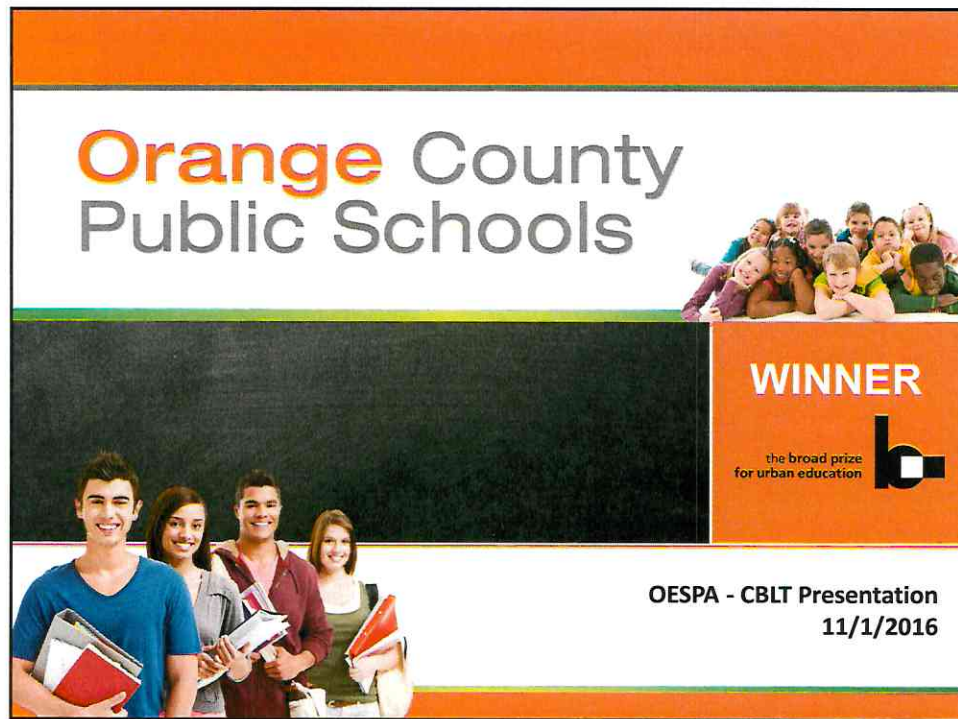
Beth Curran

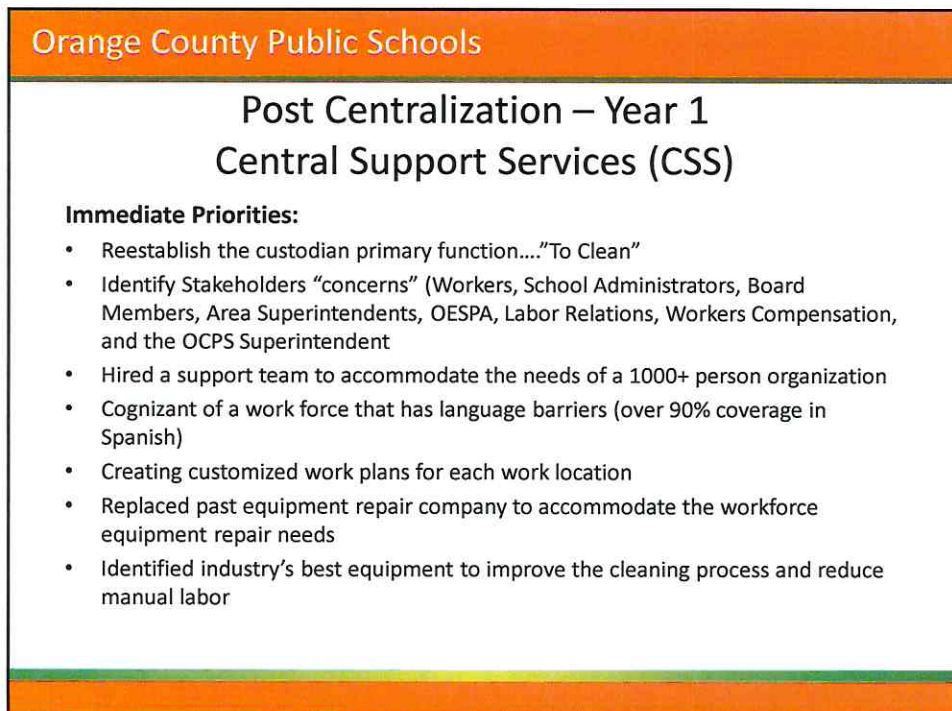
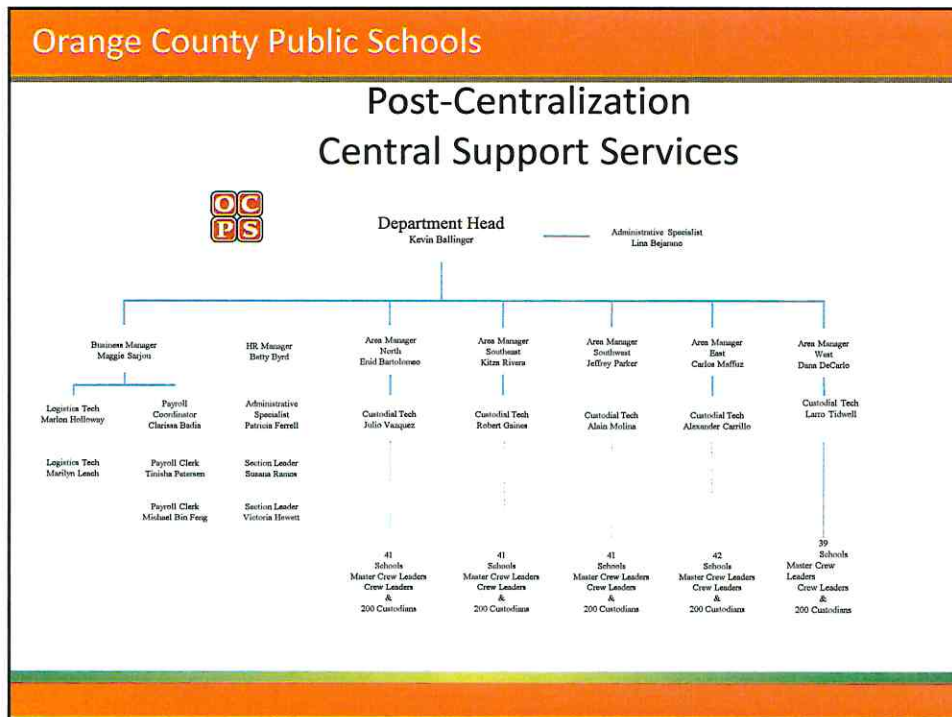
- Definitions
 - HRA: Health Reimbursement Account: \$750 given by district to offset the \$1500 deductible. (Plan B)
 - Co-insurance: 90/10 = district pays 90%; employee pays the 10%
 - Maximum out of pocket: once this is met, additional costs is paid by the insurance plan
 - Plan year is October 1 to September 30
 - Flexible spending year is September 1 to August 31
 - Employee Benefits Trust: the account from which insurance claims and expenses are paid
 - ACA: Affordable Care Act – aka: Obama Care; also referred to as health care reform
 - PEPM: Per Employee Per Month; it's a way to compare data
 - PMPM: Per Member Per Month
 - FBC: Fringe Benefits Committee; this committee will crunch all the numbers and bring back a recommendation to both CTA and OESPA.
 - ACA
 - a) IRS tax form 1095 which reports/confirms that you have healthcare. Employees didn't have to submit this form with their taxes last year, but employees will need to submit this form with their taxes this year
 - b) Cadillac plan: 40% excise tax on premiums over \$10,200 for employee only or \$27,500 for family coverage
 - c) Individuals must be in a medical plan, or will be penalized
 - d) OCPS employees who do not choose a plan are defaulted to Plan A to make sure they have a plan
 - e) No pre-existing conditions will be excluded
 - f) Dependent children covered up to age 26, and the State of Florida caps coverage at age 30
 - g) Calculating out of pocket maximums includes: deductible, copayments, co-insurance. ACA's limit on out of pocket expenses is \$6,850
 - h) FSA: Flexible Spending Account. The maximum you can deduct for FSA is \$2,550
 - Funding Options
 - a) Fully Insured vs. Self-Insured
 - * Think about your cable bill vs your utility bill.
 - * For your cable bill, you pay say \$80 per month for whatever you watch be it 1 hour or 100 hours. That's what fully insured is.
 - * For your utility bill, you pay for what you use that month. That's what self-insured is.
 - * Stop Loss insurance is not necessary now, but it may be in the future, especially for cancer drugs.
 - * Employee Benefits Trust. It was created around 1989. Premiums, board paid premiums, refunds, rebates monies, etc., go into the Employee Benefits Trust fund to pay claims and expenses.
 - * Board of Trustees authorize the spending from the Trust fund.
 - * The Insurance Plan is predicted to lose \$5M for 2016-17. The Plan is predicted to lose \$17M for 2017-18. The Fringe Benefits committee is looking at options to lower these losses.

- * Question:
What is the cost per employee to the district?
Answer:
\$814 per employee per month for 10 months or \$8,140 per year. This has increased significantly over the years.
- * Question:
What do claims average per month?
Answer:
Probably around \$15M per month. RX drugs run around \$13M per quarter. 800 employees spend about \$9M of that \$13M cost.
- * Other costs include:
Prescription drugs = \$500 maximum; Cancer maintenance drugs = \$25,000 per year per person; Tier II drugs may not have generic alternatives.
Preferred Drugs: \$25 to \$100 per prescription. \$30 copay for employees
Specialty drugs: \$75 copay, but most run around \$25,000 for actual cost of the drug.
- * Drugs are around 30% of the money spent on the plan. Predictions are that rising cost will take it to around 70% within the next few years.
- * District predictions increases will be between 10-12% for fiscal year 2017-18. Gallagher will give us better numbers at the FBC.
- * Question:
What might premiums be for the next enrollment?
Answer:
This is what we have to figure out before May, 2017.
- * If the increase is around 12%, both contracts say the District covers up to 8%, of the increase; the balance of the increase is what we have to will have to see how we absorb it.

Maintenance 20%
OESPA-CBLT
11/01/2016

18 Designated Positions		Above 20% Before?									
JOB	No	Yes	Grand Total	Employees who Received Increase from what was on file	Employees who Submitted Additional Years	Employees Given Opportunity to turn in Exp	Employee who Submitted Additional	Total Employee who Submitted Additional Exp	Combined Additional Years		
AC TECH M	28	17	45	5		23	7	7	60		
BLDING AUTOMATION TECH M	1	2	3	1	1	1		1	10		
CABINET MAKER M	1	1	2								
CARPENTER M	6	7	13	3	2	3	2	4	25		
ELECTRICIAN M	6	13	19	2		4	2	2	8		
FIRE ALARM TECH M	5	1	6	2		3					
GROUND/ LANDSCAPER CHEMICAL TECH	2	3	5			2					
HEATING/BOILER TECH M		2	2								
HVY EQUIP OPER		1	1								
IRRIGATION TECH M	2	1	3	1		1					
LOCKSMITH	2	1	3			2	1	1	0		
MASON M		2	2								
PAINTER M	1	4	5	1							
PLUMBER M	2	7	9	2							
REFRIGERATION TECH M	2		2	1	1	1		1	7		
ROOFER M		3	3								
TRUCK DRIVER HVY M	4	1	5	2		2	1	1	9		
WELDER M		1	1						3		
Grand Total	62	67	129	20	4	42	13	18	113		
				4c to \$1.86	86c to \$1.11		30c to \$1.62	30c to \$2.07			





Orange County Public Schools

Initiatives & Benefits

Safety Stand-Down

- Hands-on training and opportunity to ask the "experts"
- Focus on keeping our Custodians SAFE
- Reduce injuries
- Promote standardization of training across all Custodial Staff
- Improve morale and promote sense of team
- Relationship building

Top scrubbing vs full strip

- Reduce time required to perform job
- Reduce cost of product – both stripper and finish
- Reduce Injuries

Orange County Public Schools

Initiatives & Benefits

Restroom Standardization

- Reduce waste
- Reduce theft
- Reduce time for custodian with clear view and multiple products in dispenser

Microfiber

- Improve cleaning/reduce cross contamination by preventing spread of germs from one room to another
- Reduce amount of cleaning chemicals required
- Reduce weight of daily mopping and emptying numerous buckets of water
- Reduce custodial cleaning time per area

Orange County Public Schools

Custodial Allocation

- Previously discussed by Budget Department

Orange County Public Schools

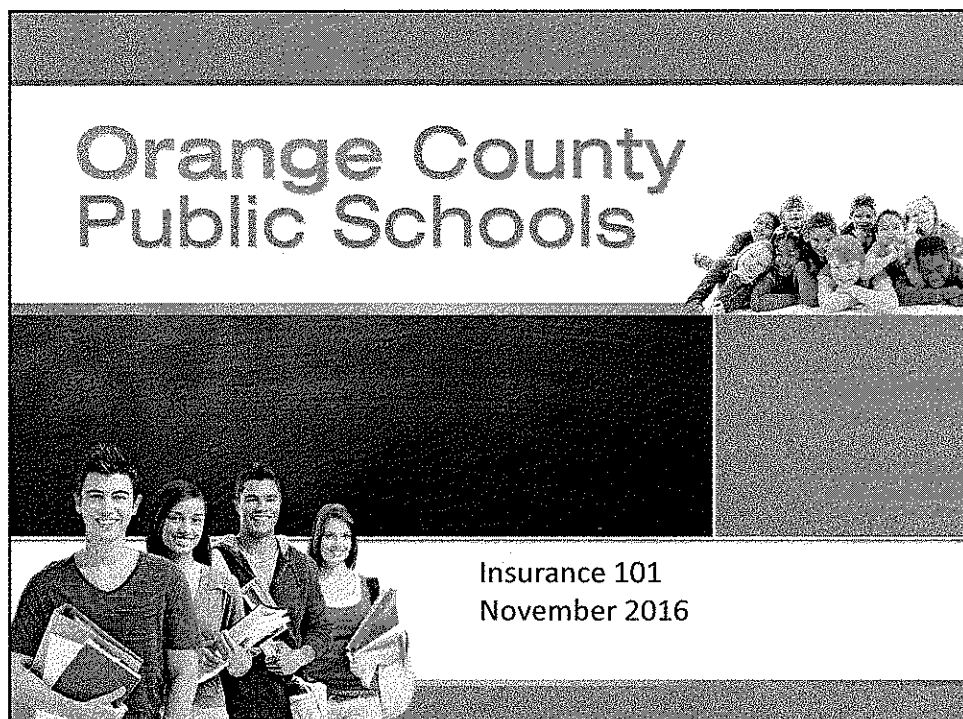
IPCS

- CSS currently faces hiring challenges due to IPCS failures
- A large number of potential candidates fail due to the strength assessment
- CSS has reviewed and gathered data over the past year to support a change
- Leadership has taken note and passed to Cabinet and Superintendent
- A decision as been made.....

Orange County Public Schools

IPCS Decision

- A pilot training program will go in effect before Jan 1 2017 that suspends the IPCS assessment for Central Support services for 12-24 months
- A one-week training plan will replace the IPCS assessment to demonstrate proper operation of various equipment, proper cleaning, and many safety precautions
- If the candidate satisfactorily completes this training they will be eligible for hire
- The candidates will be paid during this training
- Continuous data will be gathered to measure the effectiveness of training, cleaning and injuries



Orange County Public Schools

Insurance 101

Presentation Agenda

- Definitions
- Affordable Care Act (ACA)
- Carrier Considerations
- Premiums Considerations
- Funding options
- Employee Benefits Trust

Orange County Public Schools

Definitions

- Deductible – pre-determined amount that must be paid before an insurance company will pay a claim
- Copayment – pre-determined/fixed amount for a specific service
- Coinsurance – Percentage of cost sharing between the member and the health plan
- Maximum Out of Pocket (MOOP)– maximum member pays – deductible, coinsurance and copayments

Orange County Public Schools

Definitions

- Employee Benefits Trust (Trust) – the account where the health insurance claims and expenses are paid
- Patient Protection Affordable Care Act – health care reform, also known as PPACA, ACA, ObamaCare
- PEPM – per employee per month
- PMPM – per member per month

Orange County Public Schools

Definitions

- Plan Year – 12 month period of time when the insurance coverage is in effect
- Calendar Year – 12 month period of time from January through December
- Fiscal Year – 12 month period of time for the financial reporting – July 1 – June 30

Orange County Public Schools

ACA - Employer

Employer Shared Responsibility (Pay or Play)

- “Play”
 - Coverage offered to all employees working 30+ hours per week
 - Coverage must be affordable (less than 9.5% of employee’s gross pay)
 - Coverage must have an actuarial value greater than 60%
- “Pay”
 - \$2,000 penalty per employee if no coverage is offered
 - \$3,000 penalty per employee getting subsidy

Orange County Public Schools

ACA - Employer

- Patient Centered Outcomes Research Institute Fee
- Transitional Reinsurance Fee
- Employee Cost of the health plan reported on the W2
- Summary of Benefits and Coverage (SBC)
- 1095 Reporting
- Cadillac plan excise tax

Orange County Public Schools

ACA - Individual

- Must be enrolled in a medical plan that offers minimum essential coverage
- Financially penalized for not having qualified coverage
- 2016 fee
 - 2.5% of household income
 - \$695 per adult/\$347.50 per child
 - Maximum: \$2,085

Orange County Public Schools

ACA – Plan Designs

- No cost sharing for Preventive Care
- Dependent children covered to age 26
- Pre-existing condition limitations eliminated
- No annual dollar limit
- Out of pocket maximum limits
- Medical FSA limit

Orange County Public Schools

Carrier Considerations

- Fees and/or rates
- Network
- Discounts
- Bundled or unbundled
- Care and cost management programs

Orange County Public Schools

Rates/Premiums Considerations

- Demographics
- Plan Design
- Utilization
- Trend
- Funding

Orange County Public Schools

Funding Options

Fully Insured

- Premiums are paid to an insurance company
- Insurance company pays the claims
- Must comply with federal and state insurance mandates
- Group pays taxes on the premium

Self Insured

- An administrative fee is paid to the insurance company
- Insurance company processes the claims, and pays the claims with the group's funds
- OCPS must comply with state mandates
- No premium taxes

Orange County Public Schools

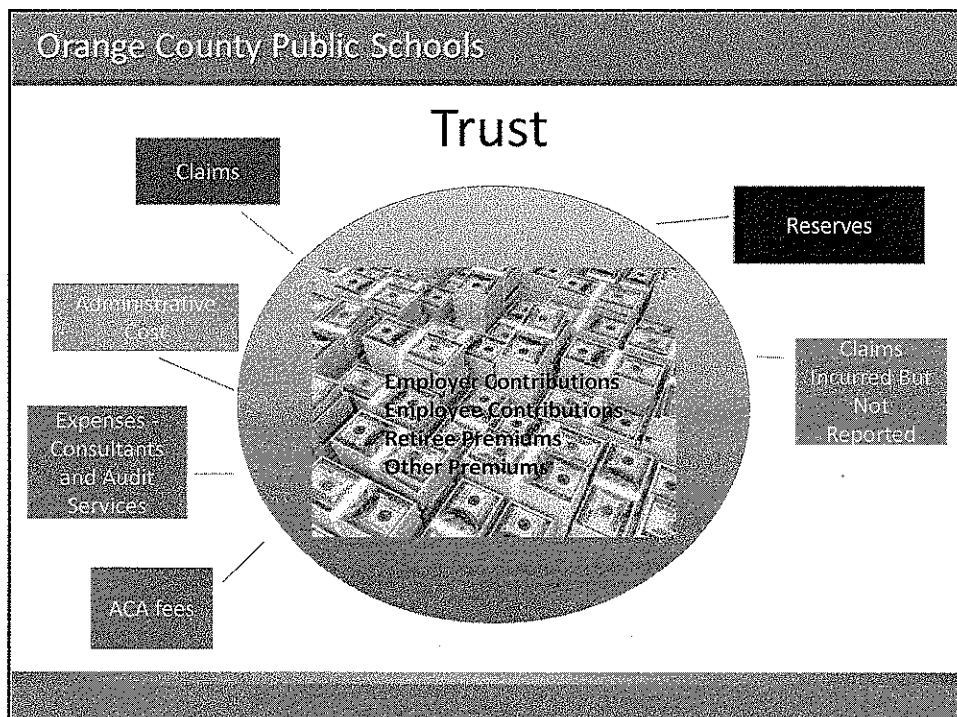
OCPS - Funding Option

- Self-insured
- No stop loss coverage purchased
 - \$3 million for the premium (2015 – 2016)
 - \$500,000 benefit
 - Gallagher conducts a study every 4-5 years to determine if stop loss is needed
- Actuarial analysis conducted annually, by 2 separate firms, to ensure properly funded
- Annual state filing

Orange County Public Schools

Employee Benefits Trust

- Trust was created to pay for health coverage
 - Medical
 - Prescription
 - Mental Health
- Can only be used for health care claims and expenses
- Board of Trustees



Orange County Public Schools

Questions?

Thank you for your attention.

OESPA-CBLT MEETING

Tuesday, November 1, 2016

8:30 AM – 4:00 PM

FACILITIES MAINTENANCE – BUILDING #600

SIGN-IN SHEET

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
99876	Anthony Symrock	Refrigeration Tech.	N/A Maintenance	Mike Loughran	407-656-5151 407-692-4464
23649	Reynolds Warner	Corrosion Waste area leader	Timber Creek H. S.	Carlos Mares	407-970-7340
24316	Solo A. Vazquez	Custodian Tech	magic way	Enid Bartolomeo	321 945-2403
18983	Wilson Vendez	Sub-Relief Driver	Transportation	Juan Hernandez	407-761-7003
8481	Helen Tyler	School Secretary	Colonial gta	BETZABETH REUSSOW	(407) 580-9299
33501	Shondell Williams	TSR	ICTS	Pat Boyker	407
100445	Florina Mitchell	Para	RLE	Robin Brown	300-0059
11905	Patricia Walker	Zuber			
99914	Judith Padres	OMB	RBELC	Doreen Concepcion	200-2482

OESPA-CBLT MEETING

Tuesday, November 1, 2016

8:30 AM – 4:00 PM

FACILITIES MAINTENANCE – BUILDING #600

SIGN-IN SHEET

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
98512	Elizabeth Silva	Sr. Mgr.	Compensation	Theresa Hart-Miles	200-2172
20500	Lindsay Bowlin	Director	Payroll Services	Doreen Amadorino	X7004081
92541	Stephanie Heran	Director	Employment Services	Ron A. Gorman	X2002132
97498	Kevin Ballinger	Dept HD	CSS	Jim Surgino	202 3705
6735	Margaret Sarjou	business Manager	CSS	Kevin Ballinger	202 5457
65127	Jennifer Fowler	Director	Env. Compliance	Mike Eugene	203 3939
57152	Amanda Jefferson	Sr. Administrator	FNS	Lora Gilbert	202 5160
13475	Jim Surgino	Sr. Director	Facilities	John Morris	202 5716
11738	Steve Huckleb	Sr. Administrator	Transportation	Bill Wern	

OESPA-CBLT MEETING

Tuesday, November 1, 2016

8:30 AM – 4:00 PM

FACILITIES MAINTENANCE – BUILDING #600

SIGN-IN SHEET

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
	Ron Pollard	Oespa President	Oespa Office		3214399093
	Gloria Annell Jean Challa	OESPA Technology	East Lake ES Bonneville	Pat Boyter	407.796.1538
	Nicole Erickson	Principal WIT			
	Kuete Runnel				