

MINUTES

OESPA CBLT

Magic Way, Portable 632

December 14, 2018

Yolanda Anderson	OESPA	Reynoldo Martinez	OESPA	Tony Smyrock	OESPA
Leigh Ann Blackmore	District	Clyde Mitchell	OESPA	Ieshee Snell	OESPA
Lindsey Bowlin	District	Florina Mitchell	OESPA	Michelle Stile	OESPA
Warren Davis	OESPA	Charlotte Nelson	OESPA	Laura Suprenard	District
Jennifer Fowler	District	Judith Padres	District	Reginald Williams	OESPA
Temika Hampton	OESPA	Ron Pollard	OESPA	Mike Winter	District
Stephanie Heron	District	Elizabeth Silva	District	Julio Vazquez	OESPA
Glarnell Jean-Charle	OESPA				

Review of Negotiations Procedures

District/OESPA

Talked about UMM get at least 3 scheduled meetings (custodial, transportation, maintenance) in the beginning of January. Working on making changes to the Contract (dept. names, etc....). Meet again late January/early February.

Today we will talk about the custodial issues, talk about allocation and square footage.

Allocation of Custodians

OESPA

About a year or so ago we went over the issues, there has been a lot of changes and I will now present the process by PowerPoint. We want to make sure we include the growth in our formula for next year.

We use the same base formula for every level. The PowerPoint provides examples of how the formula is calculated. Remember every level has different requirements. Every school starts off with 1 resident custodian, 1 crew leader and 1 custodian, then custodial staff are added by the need.

If we go from 30,000 to 25,000 the cost would be between 7 and 8 million. This cost would be for just 191 custodians no other custodial staff.

Ron Pollard: What is the districts position on this, is the District saying they are in favor of changing, or is the District saying we cannot?

Leigh Ann Blackmore: the District is not making a decision at this time, I think we need to have the numbers on the table; does the District have the funds or is this something we have to look at when we talk about the money we get for increases. What are you hearing back from custodial is do we have enough staff to clean facilities now?

Ron Pollard: That is a loaded question, we have several times a day that we serve lunch and we have before and after school events, but square footage allocated to clean the school once. When complaints are coming in regarding cleanliness of school we are not getting the who, where and when to look into correcting the issue. The Custodial UMM needs to go over the issue and see if the current program is working and decide if changing to 25,000 SF will make a difference.

We also need to communicate with principals regarding the schools. What is Kevin Ballinger doing regarding communicating with the managers? Maybe we roll this in by starting with the elementary schools. Make sure we get feedback from all involved.

This came from the union looking at other districts. The 30,000 number is something that was added in when the economy was bad and was never adjusted. Every year since it was centralized we have asked for additional funding.

We are working on additional staff to manage custodial services and reduce the vacancy rate. Florida Inventory of School Houses (FISH) calculates the numbers for teachers, students and custodian per square foot. This is in a constant flux, constantly changing. When we open new schools this may lower the need or increase the need when adding portables. When sites are added we will work with custodial even though it is outside the budget year. This is perfect timing going over the presentation and getting the UMM involved.

Remember we represent the people actually cleaning the schools, we know when portables are added. Until it reaches the need for another custodian someone has to clean them until the new custodian is allocated. At high schools there are other factors that require more custodial staff. I keep mentioning the Principals, they are our customers and we need to make sure we are not cutting them short because we are sticking to a process. What I would like to see before we just add positions that we make sure that we have all the tools and all of the equipment to help them do their jobs. My expectation to management is that a portable doesn't show up overnight and we have plenty of time to plan and make sure we are allocating if there is need for more staff.

We are assuming that 30,000 is an adequate number, this was changed in 2007. If we work the formulas backwards and we round up it is more like 26,000 square feet. Remember this is the budgeted plan, does not mean we have everything we need. Remember it is not actually 30,000 SF.

You just proved our point, you say everything is a unique situation but you still only allocate 30,000 with the formula. We believe the formula is flawed by the way it is being applied. The UMM is where we will be able to hash it out and come up with a solution. The 30,000 SF only includes basic cleaning and not maintaining. Right now is the opportunity to evaluate how the District evaluates, we now need to look at how is the best way to accomplish what is need to support and give the custodian what they need to accomplish the job. When we move on and talk about the shift differential it applies to this also.

What is the number of temp labor to OCPs employees? We are looking at things to get people employed by putting a training model in place instead of using the IPCS process.

When the shift differential started, it was based on security because we started a 24 hour shift. If we look at shift differential for custodians who worked:

Current number that have shift differential is 148 and this formula would expand it to 815 custodians. Difference would cost about \$548,000. If we add this to custodial it may affect other areas. Shift differential is part of some positions already. It takes so many custodians to clean a school; the night custodians should get the shift differential. Resident custodians clean very little of the school, they take care of the daily cleanup. We need a process to encourage custodians to be on the night shift. I think this is tied into the previous discussion. The confusion is we are using night custodians as part of the square foot and the custodian is not able to get shift differential. Maybe we need to look at the language. If we would change language to include custodian who works 2nd shift, it would impact other departments. Which would include crew leaders. If you take out crew leaders it will not make a huge difference in the numbers. We looked at the language from last February, crew leaders were included. This is something that needs to go to the UMM committee. At the end of the day it does not matter the title, you are still a custodian needed to clean the school. When we came with the shift differential we are stating that the custodian is still cleaning most of the school. We need to make sure the UMM is scheduled. We need to get some resolution on this, making sure we schedule the UMM sooner than later.

2018-19 UniSIG Grants

District

This involves 5 schools (Lake Weston, Rosemont, Walker Middle, Westridge and Jones High). We have the opportunity to provide paid training to paraprofessionals over the summer. We wanted to bring this to the table for consideration and can address this at the next meeting.

Ron likes this and hopes it will provide training for all classified staff. This is a grant funded opportunity, we will have to look into how we can provide training for others.

Insurance Update

District

Insurance update on current proposals: the process is complete and both sides were involved. Not reviewing plan design, just the cost to keep the same design. Cigna and Caremark were the two successful bidders, no protests were filed so we are free to go ahead moving forward with the two bidders. We are still looking at the numbers to see what the cost will be and see if we need to change the plan design.

When will we know if there will be an increase to the cost?

We will be looking at mid-January early February 2019.

Future Meetings

CBLT

UMM Custodial, UMM Transportation, and UMM Maintenance: Maintenance is working on a 16 week training to for Professional Development, Microsoft Excel classes: this is starting in January through the technical college. This all started because a BST1 wanted to advance and asked for more training.

Training Committee for UniSIG

Will schedule next CBLT after committees meet.