

MINUTES

OESPA CBLT

Via Zoom

September 17, 2020

In Attendance

Darlene Alvarez	OESPA	Theresa Harter-Miles	District	Christina Pretorius	OESPA
Yolanda Anderson	OESPA	Annette Henry	OESPA	James Preusser	District
LeighAnn Blackmore	District	Glarsnell Jean-Charles	OESPA	Krista Russell	District
Robin Bolden	OESPA	Rivers Lewis	District	Michelle Stile	OESPA
Beth Curran	District	Clyde Mitchell	OESPA	Laura Suprenard	District
Warren Davis	OESPA	Judith Padres	District	Helen Tyree	OESPA
Jennifer Fowler	District	Ron Pollard	OESPA	Byron Wilson	OESPA
Temika Hampton	OESPA	Sophia Pollard	OESPA	Mike Winter	District

Minutes

Jim Preusser	Good Morning
Ron Pollard	Good morning everyone, our first order was to establish the gatekeeper to keep any one person from maximizing the time and keep them in order.
Temika Hampton	A couple of ways we can do it, I can make them an administrator, or they can raise their hand.
Ron Pollard	What is the best way to establish the gatekeeper, any volunteers?
Jim Preusser	We have no problems with volunteers.
Temika Hampton	Introduction of the OESPA bargaining team members.
Jim Preusser	Introduction of District bargaining team members. Temika, I know you sent us some proposals and we sent you the agenda.
Temika Hampton	We received the agenda. Let's start with Bereavement Leave (Article XVII.H) We are adding a clause to the contract. This language is similar to industry; all regular employees would take up to 3 days off. This is standard language nothing special, something we previously addressed. And now especially during COVID-19 we have several deaths. Any questions? (See Appendix A)
Jim Preusser	You are saying this is in addition to? We may caucus.

Temika Hampton	<p>Appendix B-2 – Route Bid Process</p> <p>We did not send over any additional language, we want to know when the bid process will take place. We do not think we will be ready for October. The contract says when routes are consolidated it goes to the senior person and that did not happen, they are trying to fix that now. Holding the bid in October is out of the contract, as we need a months' notice. Best procedure moving forward is still being created.</p>
LeighAnn Blackmore	You are speaking mostly of the University High routes.
Temika Hampton	The one sticking out the most is University High, but overall, the issue is how the routes are done. We need to clean up the routes before moving forward.
LeighAnn Blackmore	We need to agree to put on hold until we get this fixed. Transportation should work on the routes in earnest, tomorrow is the deadline to let us know if students are coming back for the second nine weeks. The sooner the better.
Temika Hampton	We did not send over language, wanted to have a conversation.
Jim Preusser	Deadline tomorrow on face to face, So I do believe it will have an impact on what the routes look like.
Temika Hampton	<p>Substitute Pay (Article X.C. 5.)</p> <p>This language modifies and increases the rate. We proposed this for two reasons; you are using a lot more classified personnel and Kelly only providing 4 hours. #1, we want to align the additional pay with rate of pay that you pay the subs. #2, principals are taking advantage of classified personnel, if I do an hour and I get pulled and you put me back in, because I didn't work 2.5 hours consecutively, I don't get paid the sub pay. So we have added the word "cumulative". (See Appendix B)</p>
Jim Preusser	It says \$20.00 per day.
Temika Hampton	Not happening that way.
Jim Preusser	How are they paying them?
Temika Hampton	They are not paying them; they may do 3 hours but not consecutive.
Jim Preusser	That is not the spirit or the intent when language was written. You are telling me the principal identifies the employee and before they get to 2.5 hours and then pull them out and then they say, I have to go back. Have you filed a grievance?
Temika Hampton	What we get a lot of is tell me and we will fix it. How do we fix the language so this is clearer? When we know and we find out we reach out but that is tiresome,
Jim Preusser	What is the remedy?

Temika Hampton	Then they get paid, you say that is happening but some are literal people, an example is the clinic when someone agrees, administrators are not reading it that way, and they do not interpret it the way we talk about it. Because of how quickly things are changing, I do not have time to agree that if it says must agree.
Michelle Stile	It will resolve some or the tension between the principal and the employee, keep cohesion between principal and employee.
Jim Preusser	Let me talk to my committee during caucus.
Ron Pollard	The language in the contract says 2.5 hours, but the principal gets creative. The language when we put it in was regarding substitutes, we are trying to stop the creative way of not paying the money, Article X, Section C.5. in the Contract.
Temika Hampton	Square Footage – 25,000 sq. ft. (Article XIV.G.10) We have this conversation every year, we talked about it in UMM and I do not think we will resolve today, but we need to find out the amount of square feet in the cleaning standard and at what level you want it to be. Level 1-5 from what we understand states even at Level 3, we are over the square footage limit. We are now at level 2 cleaning and want know the square footage, and start with the formula. We have to make progress on this.
Jim Preusser	Mike, any questions? We will need to talk about this in the caucus. I'm not sure why it lost its track. It had a \$7.4M cost.
Temika Hampton	We know it comes with a price tag and it has to work out, but our custodians are getting beat across the head, they are now trying to work around the kids because of shift change and they need some relief. I know there was a couple different things like adding a custodian to elementary. We need to look at options and get our custodians some help.
Ron Pollard	Take a look at Olympia High School; it is leaving nine custodians at a high school. I know personally that teachers are targeting the custodians; teachers are told to take pictures. We need a level of clean, as well as them all being out we need to take a look.
LeighAnn Blackmore	They are targeting? You are speaking of teachers not administrators?
Ron Pollard	I am speaking of teachers and administrators. They are being told they are not cleaning well, and the bottom of the totem pole is custodians, custodial techs and crew leaders are being asked to make sure cleaning at a high level. The problem is they are already shorthanded and now they have added more cleaning duties. We have been talking about square feet and not getting anywhere.

Temika Hampton	This is something we can take back to UMM but we don't want it stuck there. They are not taking breaks and the pressure they are under is tremendous. We need to get UMMs scheduled. We are going to keep coming back to the table about this, we are in COVID-19 times and administrators and teachers want the extra cleaning.
Jim Preusser	Krista will work with you to get the UMM scheduled, get the meeting on the calendar this week. I don't know details, but you have my commitment to get scheduled.
Temika Hampton	I will send you a copy of an old schedule. It is automatically set for every other month.
Krista Russell	I will get with you shortly to get a date and establish priorities.
Temika Hampton	Shift Differential Not on top of the list as they moved all custodial to days. Issue has to do with evening shift; they should have been getting and are not. For 1st shift, the resident custodian is not a custodian. Only when purpose of square feet, has been kind of taking care of itself. (See Appendix C)
Temika Hampton	Eliminate Pay Grade 3 Many years ago, we got rid of paygrade 2; the total number of employees is 1635. We request to know how many actually in each job title. (See Appendix D)
Jim Preusser	Let us review this during caucus.
Temika Hampton	Elimination of grade 3 is part of the Wages (Article XV), increase proposal. When employees move from Grade 3 to 4, and the increase is less than \$1.00 per hour, they receive \$1.00. We need more updated numbers on this, think it is roughly \$21M. That is the proposal we are putting across the table. (See Appendix E)
Jim Preusser	Let us caucus, crunch some numbers, I appreciate your preparedness and providing us these proposals today. Do you have something else you want to speak to?
Temika Hampton	We want to look at reassignment language, and have something to add in the language. So we propose that if you have to leave school because of low numbers you have the option to go back to your school when called back.

Jim Preusser	Provide us language and we will consider and discuss it. We will caucus for about 45 minutes and get back around 10:30 AM. On the agenda first after the caucus is budget overview, Judith is going to walk us through the financial landscape of the District both current state and future state. There are numbers we want to look at. We will try to at least get through the information on the agenda, then come back to the table after lunch.
LeighAnn Blackmore	On the reassignment, are you looking at just this year?
Temika Hampton	Yes.
CAUCUS (From 9:53 AM to 11:00 AM)	

Note: Due to a national internet connectivity outage, the parties agreed to reconvene September 21, 2020, at 10:00 AM

Appendix A

OESPA Proposal – Bereavement Leave (Article XVII.H)

When a death occurs in an employee's immediate family, including parent, sibling, spouse, domestic partner, child, and grandparent, all regular [full-time employees](#) may take up to three (3) days off with paid administrative leave to attend the funeral or make funeral arrangements. The pay for time off will be prorated for a [part-time employee](#) if the funeral occurs on a scheduled workday. The District shall not deny an employee's request for bereavement pay so long as they meet the above criteria

Appendix B

OESPA Proposal – Substitute Pay (Article X,C, 5)

An employee who substitutes for at least 2.5 cumulative hours of student contact time for a teacher who is absent, shall be paid the supplemental rate of ~~\$20~~ \$50 per day for said day. If the employee has completed the District endorsed Substitute Teacher Training he/she shall be paid the supplemental rate of ~~\$30~~ \$75 per day.

Appendix C

OESPA Proposal – Classification of custodians

Shift Differential (revisit) – page 46

Appendix D

OESPA Proposal – Eliminate Paygrade 3

All current employees in pay grade 03 would be moved to 04; pay grade 03 will be eliminated.

- *Custodian
- *Ed. Paraprofessional Pre-K Certified
- *Ed. Paraprofessional Basic Certified
- * Ed. Paraprofessional Title I Certified
- * Extended Day Clerk
- * Recycling/Parking Attendant
- * School Food Service Assistant I
- * Security Attendant
- * Support Services Clerk II

Appendix E

OESPA Proposal – Wages (Article XV)

All employees in classifications grade 04 to 18 will receive a pay increase of \$1.00 per hour.

If in moving from pay grade 03 to pay grade 04 the employee's hourly increase is less than \$1.00 per hour, the employee's hourly rate at pay grade 04 will be increased by the difference between the \$1.00 per hour and the amount of the increase received by being moved to pay grade 04. No per hour increase shall exceed the \$1.00 per hour increase referenced above.