

# MINUTES

OESPA CBLT

Via Zoom

October 1, 2020

## In Attendance

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

## Additional Attendees/Guests

Kim Frye	District	Bill Wen	District	
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## Minutes

<b>Jim Preusser</b>	Good Morning, thank you for meeting with us today. You had a request for information on several items which we replied to, we will be glad to walk you through that. Also, you provided us with some counter proposals and we are happy to hear those from you as well. How would you like to proceed?
<b>Michelle Stile</b>	You can walk us through that information, because it was a lot, we would appreciate it.
<b>Jim Preusser</b>	I will turn it over to Krista to share on the screen, couple of my folks on the committee may jump in, LeighAnn may jump in on some of that as well. Share the screen of the RFI and how we responded.
<b>Krista Russell</b>	I will need access to share.
<b>Temika Hampton</b>	Just made you a co-host.
<b>Krista Russell</b>	First of all, I owe you all an apology. I transposed the answer to #1 and #6, first request was the number and location of the water filling stations, I have the Excel spreadsheet and I will have Mike Winter speak to that. (See Appendix A)
<b>Jim Preusser</b>	Mike, as soon as the document becomes available you can take over.

<b>Mike Winter</b>	<p>This a draft report on the water bottle filling stations, please note this is a draft because it is not final. The easiest way to identify what is yet to be installed is by the funding source in column C. B-14 is a Management Directive, anytime a school has a donation or outside funding this form has to be filled out and be submitted for approval. Water bottle filling stations starting showing up on the Facilities side about 3 years ago and funding for these stations varies by schools that purchased stations themselves or that went through this B-14 process. If you filter through this report and take out COVID CARES Act funds, there are basically 47 sites that have water bottle filling stations installed or in process, these account for at least 100 filling stations. The rows that are blank are stations donated by a B-14, there is a minimum of 1 and I was not able to check all sites, when we go to install on those sites the number will be updated. Through the CARES Act expenditure, we will be bringing up every elementary school to a minimum of two, middle schools to a minimum of three and high schools to a minimum of five. This is marked draft because as we are planning and as we are planning to get it installed it will be part of our inventory to track how many and where they are installed, that is it as far as the report goes, the ones in planning now have been assigned to a project manager to oversee the project. From the start of the planning process, to ordering stations and submitting them for permitting, could take days to several weeks. There is a plumbing rough in and plumbing final. As they finish they will be available. I will be glad to share later on, once we get more information on the program.</p>
<b>Michelle Stile</b>	<p>The COVID CARES Act funds seems like it is taking a lot of time requesting it as a funding source, why is it that it is taking so long, what is the procedure if the District wants to spend the money on things such as this to actually expending the money?</p>
<b>Mike Winter</b>	<p>We did see this as a line item under the CARES Act funding, this was a proposal in July. I do not know when it was actually approved or when it was authorized through EPG. Depending on what you are procuring there are different durations for everything. We have ones that are funded through the sustainability initiative and not all are installed. We are talking numerous stations, over 479 to purchase.</p>
<b>Michelle Stile</b>	<p>The CARES Act projected spending is \$49M and only \$1M has been spent. I think it would be helpful to understand the process. It seem like a lot of the money is not spent.</p>
<b>Ron Pollard</b>	<p>This has come up because we are questioning the large amount that was put into the budget for this, the only ones in place are the ones who have been donated, but it was publicly spoken of by the superintendent that water filling stations would be there and we are going into our second month of school so our question is not that you are working on it, but, so when you show us the one donated, it brings in to the question I heard in several public meetings this was going to happen. If the money is not spent where does it go back? That is where we are coming from.</p>
<b>Michelle Stile</b>	<p>In order to understand, we would need to know the process. From when the District says what it is going to spend the money on to when it will actually be spent.</p>
<b>Jim Preusser</b>	<p>When Judith comes on we will have her walk you through the process. We will hold on in response to that until she comes on and she can explain the process in terms of how the funds are allocated and get into some more details around those dollars and the process.</p>

<b>Michelle Stile</b>	Moving on to Pay Grade 3 now.
<b>Jim Preusser</b>	Do you have a specific question or do you want us to walk you through our answer?
<b>Michelle Stile</b>	Yes, please.
<b>Theresa Harter-Miles</b>	We run a download every Monday and this is an extraction from that report, so this is everyone in Pay Grade 3. Custodians, three ed para positions, extended day clerk, school food service assistant I, security attendant and support services clerk. That is their hourly rate and salary.
<b>Michelle Stile</b>	Sort by hourly rate descending, wanted to make sure I have this info correct, about 1,500 of the 1,598 employees make below \$12.50 per hour?
<b>Theresa Harter-Miles</b>	It is possible, because keep in mind that the minimum of the range is \$10.75 and as you know we have been trying through the last couple of years of negotiations every time they got money we tried to adjust that range to push that minimum salary for grade three moving that higher and unfortunately with this year that's not going to happen. Keep in mind employees can only bring in 5 years of experience, the 5 year mark is \$11.29 so that's all somebody can bring in as a new hire.
<b>Michelle Stile</b>	Our issue is and why we are trying to do away with Pay Grade 3. The custodian, just as an example as everyone is important, they're the ones being tasked to clean the school, they're the ones with the highest level of stress, currently right now and the highest they can bring in is how much?
<b>Theresa Harter-Miles</b>	\$11.29 because contractually it says up to 5 years. They would have to have 5 years of experience in that particular job family.
<b>Michelle Stile</b>	So the issue is that nearly all of the custodians make under \$12.50 so do you understand our perspective?
<b>Theresa Harter-Miles</b>	But what I said is I understand, but if we collapse 3 in to 4 we are impacting some job classes there, we have a career path, I want to keep adjusting the structure and to move that structure because of the point factor analysis we use we look at those factors within the job and that determines the hierarchy, and I do not want to compress that hierarchy. We will have issues further up the road if we do. Really what our strategy needs to be and what it has been is to move the full structure and if you remember to when we did increases we always did the difference and you had to be working one day over half because we wanted to make sure the employees that had been with us are reaping the benefits of any type of salary increases that we were implementing.
<b>Michelle Stile</b>	Do any of the career paths go from a level 3 to a level 4?
<b>Theresa Harter-Miles</b>	Food service does like food service assistant I, that is a Grade 3 and a Grade 4 is a food service assistant II, they need to have those different grades based on the mix of employees that they have at the different schools. There is a distinction between those different jobs. That is just an example.
<b>Michelle Stile</b>	Does the District have a counter offer for this particular issue in the spirit of getting these people to a more livable wage?

<b>Jim Preusser</b>	<p>No, we do not. I indicated in the last session and walked you through the current state of the financial situation for the District and the future state and there is simply no money. I will repeat what I said the last session. The shortfall, and yes it is a projected shortfall, but yes it is still dollars that could impact the District. We have a \$63M shortfall projected by the state, we do not know what the Commissioner or the Governor is going to do, either holding us harmless or not holding us harmless after December 31<sup>st</sup> when the executive order expires. We also have about 7,000 students that are not in their seat at this current time, we are working hard to identify where these students are that potentially is \$40M to \$50M more that could impact the District from a totality perspective, so that is getting us north of a \$100M and when we look at the financial landscape, what we have in our unassigned fund is about \$37M. We do have another \$55M we can't touch because it is specifically for contingency, if we have a hurricane come through and damages our school we would use the funds for that. I will repeat what I said the last time for all to hear that my conversation with the Superintendent and the Board was very specific and the indication was we need to wait and see what happens until after the first of the year. We hope that something happens with the federal government, where the federal government can give us more funds. So it would not be prudent to take money out of any of our unassigned fund balance or nonrecurring fund balances and issue those to wages. I have had that conversation with the Superintendent and she is very concerned. I know your people said that is a lot of doom and gloom but we just had 28,000 people laid off at Disney. I worked there for 20 years, that has never happened.</p>
<b>Ron Pollard</b>	<p>Duly noted that those food service on 3, my job is to help them survive, most are not getting 8 hours, in a stressful time and on that low end with shorter hours. I was hoping we can get into somewhere along in here, maybe not now but finding a way for food service to become a full time instead of part-time job which keeps them always in poverty, we do need to keep them with more students coming back, we do need to serve lunch. They do not make enough money to live on, you have employees and you keep bringing up the Disney fact I think it is to discourage this team from pursuing anything. This is not Disney.</p>
<b>Jim Preusser</b>	<p>I overstand, I did not bring that up last time. I understand what you are saying. If there is something you want to propose around that, I will certainly consider it and talk to those folks that are in that line of business. I do not know what you are looking for, if you are looking for guaranteed hours, that sounds what you are looking for, you mentioned that in the past.</p>
<b>Ron Pollard</b>	<p>I do not want to get distracted, we went through that with custodians, that is part of the reason custodial was centralized because they were getting 6 hours or whatever the principal wanted to give them, it is the same thing going on in Food Service. Food Service works at a profit most of the time, I am not saying all of the time and this is a conversation we do need to have. It has been a problem with Food Service for years. We expect them to show up at work for 5 or 6 hours and they are at the lowest pay. Why can't they have a full time job and do some of the cleaning and give them some extra hours. This is something we need to talk about but we keep pushing it away, there is no money, no movement there is not going to be anything so I keep wondering then where are we?</p>

<b>Jim Preusser</b>	I will acknowledge I understand your position and we can certainly continue to talk about that.
<b>Michelle Stile</b>	Let's go ahead and shift to our proposals to the District.
<b>Jim Preusser</b>	You don't want to finish the RFI? There are other questions that were asked. Where those the only 2 questions you had?
<b>Michelle Stile</b>	<p>It is at this time because we received it so late. I am all about productivity and at this time I think it would be more fruitful to change over to talk about reassignment. I have a good feeling we can get something done regarding this.</p> <p>Reassignment- The spirit of this is that populations are different based on different areas and different schools so we know there is going to be more reassignments than usual. What we are looking to do is to get some assurances and if employees are transferred because the COVID numbers are down significantly at that school, this would be a way that they can be transferred back once those numbers come up, because the issue is, I imagine there is going to be a lot of shifting going on, but we want a way that the people can be brought back to their school. What questions did you all have? (See Appendix B)</p>
<b>Jim Preusser</b>	What does the districtwide average mean? That is a pretty broad statement. We do not know what that means, what does that mean to the union?
<b>Michelle Stile</b>	The average number, across the board, of students coming back was 30% now that the student have chosen districtwide face-to-face.
<b>Jim Preusser</b>	It is by school, each school is really a unique entity so an example would be one high school may be at 30% but another may be at 70%, it just depends on the nature of the school and the need for that community and each school is slightly different. That is why I asked the question, it is very broad districtwide.
<b>Michelle Stile</b>	What is the current average of students doing face-to-face versus LaunchED?
<b>Jim Preusser</b>	I do not have an average or the total number because it changes every day. We just had about 16,000 go from LaunchED to face-to-face, I can't tell you what this districtwide average is, but that number will still fluctuate as time goes so I guess that is why I have concern with that verbiage. LeighAnn, Krista or anyone have questions?
<b>LeighAnn Blackmore</b>	That was the primary question, because it really is a school-to-school situation. For example, we have some schools have more than 300 coming back that creates a dramatic shift in terms of the teachers and other staff that needs to be there, then you have some schools that have little to no change. To use something like districtwide average doesn't work because it is individual to that particular school and when you are talking about high schools and the course offerings at that school. The District is an average, but each school is individual.
<b>Michelle Stile</b>	It does come down to budgeting, so how often does the school's budget get re-evaluated and changed?

<b>LeighAnn Blackmore</b>	Right now we are in the midst of the annual fall recalculation process so we are re-balancing the schools. Remember, schools are staffed based on the projections and then when the students show up. This is something we do every year. Now, with budget uncertainties going forward, we may find ourselves doing these adjustments again, in the early part of 2021. We are in such a fluid situation right now it is difficult to say this would be a one-time thing, we just do not know.
<b>Jim Preusser</b>	Based on the language you have there it says within 30 days. That could create a problem for the District because you would have, based on how it is written, you would have a significant amount of movement, constant movement and you could be robbing Peter to pay Paul. This week, we move the employee back and then we need the employee over here. It boils down to student demand and that student demand is fluctuating regularly, if they come back, they could have the option to go back to LaunchED again. I think we understand your proposal, but the way the District operates it could be difficult to achieve what you are asking for based on how it is written. Let us think about that and if there is a way for us to counter or think about it differently, we can do that.
<b>Michelle Stile</b>	One thing we may propose, maybe expanding the time I believe it is one year that they can't hire for that position at that school, if they reassign someone, is that correct?
<b>LeighAnn Blackmore</b>	If a position is eliminated, yes.
<b>Michelle Stile</b>	So perhaps it could be longer than that, that the person would be able to go back to that school, as we get back to normalcy whenever that happens.
<b>Temika Hampton</b>	What is the District's plan to account for that if we are doing involuntary transfers or re-assignment and per the Contract you can't fill those positions if you eliminate the position how would the District compensate when the students come back to that school?
<b>Jim Preusser</b>	That's a good question, I do not have an answer for that, let me get back to you on that.
<b>Temika Hampton</b>	So, that is what we are really looking at on that, it would be beneficial for both to start looking at something.
<b>Jim Preusser</b>	So that's why I might want to caucus a little bit on that. I understand what you are trying to do but we need to think through that a little bit more because there are a lot of different implications.
<b>Michelle Stile</b>	Regarding bereavement – One change we struck through regarding the same sex domestic partner, we have members who are in registered domestic partnership in a heterosexual situation. Some partners do it in my understanding for benefit issues if they are a widower or other reasons why they choose domestic partnership, so that's why we took out, so do you all have an issue with that? (See Appendix C)
<b>Jim Preusser</b>	What would you do then for the same sex domestic partner? Are you saying that because you are identifying a domestic partner that would be inclusive of all?
<b>Michelle Stile</b>	Yes, because a spouse then a domestic partner. There is a registry of domestic partners, so you would have to be registered as a domestic partner. Otherwise, it could be discriminatory towards heterosexual couples.

<b>Jim Preusser</b>	Are you saying they have to be registered in order for them to qualify for this?
<b>Michelle Stile</b>	They have to be registered for this, there is an actual registry.
<b>Jim Preusser</b>	That seems to be discriminatory if you are saying the person is not registered but they may have been in a domestic partner whether heterosexual, homosexual, same sex, it doesn't matter that seems like that could also be discriminatory or perceived that way. I will need to look into that a little further, when we are thinking about protected class I do not know if that is appropriate.
<b>Temika Hampton</b>	How does the District decide domestic partner?
<b>LeighAnn Blackmore</b>	The District doesn't decide domestic partner, the District specifically defines same sex domestic partner and that is used consistently in other places in the Contract.
<b>Temika Hampton</b>	You could be a heterosexual and be in a domestic partnership so does that mean they would be excluded in this language?
<b>Jim Preusser</b>	I do not think so but let me think of a different way to incorporate what you are saying.
<b>Temika Hampton</b>	The goal was not to exclude, domestic partnership covers both same sex and heterosexual you can be either/or and register here in Orlando. That is why I was wondering if there a different way in the District uses.
<b>Jim Preusser</b>	I would just want to create a bright line for both so that there is no confusion.
<b>Temika Hampton</b>	We are fine with that. That works. We just wanted to be clear and make sure we are not discriminating against our heterosexual couples. I understand the District's intent.
<b>Michelle Stile</b>	We have to look at both sides, that is something we wanted to bring to your attention.
<b>Jim Preusser</b>	So you are saying it would not come out of their sick leave balance, that it is above and beyond, is that what you are saying?
<b>Michelle Stile</b>	In terms of pay? Temika what was your understanding of that?
<b>Temika Hampton</b>	The 3 days are above and beyond of what they have, and the 2 would come from their accounts.
<b>Jim Preusser</b>	So to be clear you are saying you would like to incorporate or add additional paid administrative time off; however, if there is an out-of-state funeral or death, the employee could take that additional time but it would come out of their bank as long as it was approved by the leader. Is that accurate?
<b>Michelle Stile</b>	Are you saying the 2 additional days have to be approved by their leader?
<b>Jim Preusser</b>	I do not think we would deny it, there is still an approval process the employee would have to go through, they still have to submit and let the leader know and have the leader approve 2 additional days to be out-of-state for a funeral. I would certainly hope the administrator would not deny that.
<b>Temika Hampton</b>	As I read the language it looks like the stuff at the top, the 3 plus 2 is automatic it looks like additional time in #3 if you go beyond the 5 days for out-of-state requires approval.
<b>Michelle Stile</b>	Unfortunately, they have been denied. I can speak of transportation has been denied. Taking of days before a break supersedes a funeral.
<b>Jim Preusser</b>	We understand we will get back to you on that.

<b>Michelle Stile</b>	COVID bidding – Transportation is also fluid and the bid process cannot be done all the time. Our request, because we understand routes are being consolidated and reduced, if that route becomes available again and changes back before there is a bid, the senior driver has right of first refusal. (See Appendix D)
<b>Krista Russell</b>	I shared this proposal with Bill and Kim, they are on a call right now and will have to get back with us on the Zoom call.
<b>Michelle Stile</b>	That is fine.
<b>LeighAnn Blackmore</b>	Where you say the senior driver...
<b>Michelle Stile</b>	The driver with more seniority.
<b>LeighAnn Blackmore</b>	Not necessarily the driver that had that route originally?
<b>Temika Hampton</b>	It should be the driver that was previously assigned to that route.
<b>LeighAnn Blackmore</b>	Do you want to do a modification and get it over to us?
<b>Michelle Stile</b>	One thing that I have asked from the beginning that would be really helpful, to explain the COVID process from where you request the fund to the actual distribution of the funds.
<b>Jim Preusser</b>	Judith, thank you for joining, Michelle had questions about the process for CARES Act funds.
<b>Michelle Stile</b>	My question is the water bottle filling station. Actually, only one million dollars has been used. What is the procedure to actually spend the money?
<b>Judith Padres</b>	Regarding the water bottle stations, you have to go out to a contractor, follow the procurement guidelines, put in bid, request the funds, and then generate the payment. It takes time because you have construction involved.
<b>Michelle Stile</b>	There has only been \$1M actually spent of CARES Act funds so what is the procedure for other things?
<b>Judith Padres</b>	I am looking at the slide, we have technology equipment being purchased, we encumbered the dollars and we will issue the payment once received. We are also paying LPN and health assistants that happens over time because those are salaries, you are not going to see a huge expense right away.
<b>Michelle Stile</b>	So I see that there is 3.9% in encumbrances, is the salary included in encumbrances?
<b>Judith Padres</b>	No.
<b>Michelle Stile</b>	Are the water bottle filling stations currently in the encumbrances?
<b>Judith Padres</b>	Not yet because they are starting the process, it takes time.
<b>Michelle Stile</b>	So what then is the other \$44M. What is that money proposed to be spent on? What's the timeline for that?
<b>Judith Padres</b>	I am pulling SAP and that will help me answer your question.



<b>Krista Russell</b>	Kim Frye will be joining the Zoom call.
<b>Michelle Stile</b>	I see it now.
<b>LeighAnn Blackmore</b>	There is the full \$55.4M which we have to back out private schools and charter schools and there is the remaining. When Judith shared with us that there was \$1M spent and \$3.4M encumbered, that million dollars represents checks that are cut, so when she talks about those other things, they may be in the process of becoming encumbered, it is a point in time. We do not encumber salary dollars, so those would not be reflected.
<b>Michelle Stile</b>	How much more furniture moving needs to happen, as an example furniture moving, \$900,000 dollars, but you all have only cut checks for \$1M. Do you still need to move more furniture to the tune of \$900,000?
<b>LeighAnn Blackmore</b>	You didn't ask for a breakdown by each line item but what I will tell you is checks are cut based on invoices received so there is always going to be a lag. Work gets done, then you wait for an invoice, then you cut a check. It is not as easy as it is for you and me, to manage our personal budget as to manage a \$2B budget.
<b>Judith Padres</b>	Some, you will see has to do with the intervention materials, also some of it is with the equipment. Michelle, I will be very honest with you, that number changes by the minute, it changes as people are actively using these dollars as needed.
<b>Michelle Stile</b>	When are the dollars actually available to the District? You all have them to spend?
<b>Judith Padres</b>	I show the dollars were loaded this fiscal year. I would have to go back to the old system to see if something was loaded last year.
<b>Michelle Stile</b>	Do you want to caucus on the other things we spoke of?
<b>Jim Preusser</b>	We can unless you have other items you wanted to bring to our attention and we can take a longer caucus, Anything else besides those proposals?
<b>Michelle Stile</b>	Not today.
<b>Jim Preusser</b>	Then it would probably be appropriate to caucus. Let us do that, let us review those and if we can provide a counter to you we will send it to you. Let's do a full hour lets go till 11, any other questions?
<b>Temika Hampton</b>	I just sent Kim the email to let her join the meeting.
<b>Kim Frye</b>	I am on the call.
<b>Jim Preusser</b>	OESPA has some questions.
<b>Michelle Stile</b>	(Reading the proposal), route becomes available prior to bid, the most senior driver the one who was assigned to that route would have the right of first refusal.
<b>Krista Russell</b>	Actually the driver who had the route to start with.
<b>Kim Frye</b>	The one who originally bid on it. I agree with the person who was originally given the bid the routing department/management team that sometimes has to close a route or consolidate a route. It should be working as a team, it is not one or the other.

<b>Krista Russell</b>	We had this discussion at our last UMM. The manager and the routing department would need to work on this together because you can't necessarily go by exactly what the software says, in some instances you can, but in some you need to have that discussion between the two departments, those managers are on the ground and actually see what is going on.
<b>Temika Hampton</b>	It is not about the process, it is more about where the route goes, when it was recreated. The person taken off of that route should have first right of refusal.
<b>Jim Preusser</b>	Please provide a proposal of what you want it to say and we will consider it, verbally it sounds like we are in alignment but we would like to see the final product of the actual addendum.
<b>Temika Hampton</b>	Regarding maintenance uniforms, what is the objective that we are trying to accomplish?
<b>Mike Winter</b>	Main objective to allow the office personnel who do not go to school sites to wear their own clothes and not be subject to the contract language. Most of the requests have come from the female employees. So on this language, all the existing language is there and only the new proposed language is in bold.
<b>Jim Preusser</b>	Let's come back at 11:15.
<b>CAUCUS</b>	
<b>Jim Preusser</b>	Hello all. I wanted to address a couple things. We did receive your request for information on the CARES Act line items so Judith will look into that and get back to you on that. We have three proposals we want to address, we did receive your proposal on Transportation; however, we do want to have more dialogue on that as I have Kim and Bill on the call, and responses on two of the other proposals. Do you want to start with Transportation? Are you good with that?
<b>Michelle Stile</b>	Sure.
<b>Jim Preusser</b>	We read your proposal, I am going to let Bill and Kim speak to that.
<b>Bill Wen</b>	This is an odd time were we had multiple routes condensed due to the ridership, we normally transport 70,000. When we started on August 21 <sup>st</sup> there were only about 16,000 students and I think right now we are at about 21,000 students. We are trying to consolidate the number of buses and maximize tiers per bus to allow for a full day's worth of work. Also, to prepare for next month when more kids come back then adding back in. Also gives us the opportunity to see how many drivers are extra to help cover absences and keep the routes going not having to scramble as we have for the last decade or so with the drivers shortage that was out there. This time is an oddity. I will let Kim talk about what we did and what we are doing, then will answer questions.
<b>Michelle Stile</b>	You all are still hiring bus drivers?
<b>Bill Wen</b>	Yes we are still hiring.

<b>Kim Frye</b>	University High School is where this all started. We did not do it correctly. We had 47 routes last year, we are down to 29, 7 ESE and 22 general education. When I looked at where everyone was at, drivers who had the least seniority actually had a University route, we are going by seniority and giving them the options. Now what I am doing is going by the largest and trying to fix it.
<b>Temika Hampton</b>	This proposed language is not from that, this is due to COVID and the numbers are fluctuating and routes that are being consolidated may go back to full routes, so we want the option for drivers to go back to that school that they were previously at.
<b>Jim Preusser</b>	What section is it at?
<b>Bill Wen</b>	Page 86 Appendix B-2 #9 (Reading contract)
<b>Temika Hampton</b>	This is not about the consolidated route. That's what we were discussing in the UMM and that is what is being fixed so if your route was consolidated it should go to the most senior person, that is the part they are working on fixing. What I am saying is assuming we get all of that fixed and everything is done properly, still routes will be changed as students return, that person who is now, yes they have been moved to a new route because they were the senior person but maybe they really liked the route they had before and if that route comes back this gives them the option to go back to that route.
<b>Bill Wen</b>	You are referencing the original driver not most senior?
<b>Temika Hampton</b>	You get all these students back and route one is brought back you should have the right to go back to route one as opposed to staying on route two. I do not think there is any language that speaks to the specific situation. An MOU addendum strictly tied to what we are going through today. We are not proposed as a permanent change.
<b>Bill Wen</b>	We didn't want to assume. We just wanted clarity.
<b>Jim Preusser</b>	So would it be more appropriate to say the driver originally assigned to that route. We want to bifurcate the original language and the temporary language will help insure, what I originally heard you say is that driver might want to have the route back. I don't want someone to misconstrue the intent of the language as a specific timeframe.
<b>Temika Hampton</b>	Maybe if we add something like the driver who last bid on that route.
<b>Jim Preusser</b>	I understand what you are saying.
<b>Temika Hampton</b>	The last person who bid on it.
<b>Jim Preusser</b>	The driver who originally bid on that route would have first right of refusal.
<b>Bill Wen</b>	Add "currently" and remove "originally".
<b>Lindsay Bowlin</b>	Limit to this school year.
<b>Jim Preusser</b>	The most recent driver who successfully bid on that route shall have first right of refusal. This addendum shall expire on December 31, 2020.
<b>Jim Preusser</b>	Do an MOU separate and distinct.
<b>Jim Preusser</b>	We had a problem with the wording "routing department". Temika, are you good with that?
<b>Temika Hampton</b>	Yes, I think it captures our intent.

<b>Jim Preusser</b>	Anyone want to weigh in on that. We will put it in a letter and send it to you. We will send it over.
<b>Temika Hampton</b>	It still shows December 31, 2020, it should say June 30, 2021.
<b>LeighAnn Blackmore</b>	I think it should stay the same.
<b>Jim Preusser</b>	We can discuss closer to that date.
<b>LeighAnn Blackmore</b>	Semester break is right before.
<b>Temika Hampton</b>	They are not supposed to come back until the end of the nine weeks.
<b>Jim Preusser</b>	Also, we do not know what the Governor is going to do, it could impact routes, not saying it will be, saying it could be. Add “will meet and discuss” to the language. Everyone good with that? We will put it in a formal letter and get it over to you today or tomorrow. Let’s go to reassignment language. Just a couple of questions. So I know we had some earlier discussion. My question to you is as it relates to your bargaining unit, the way the language is written it would cover all?
<b>Michelle Stile</b>	I read it as a school site based.
<b>Temika Hampton</b>	Custodial is centralized so they still have the right to assign.
<b>Jim Preusser</b>	That is what I thought, so I will have to talk to Dr. Vazquez, She is going to want to weigh in on this. I do understand what you are trying to do. The last sentence could be problematic and the 30 days.
<b>Krista Russell</b>	This is for school-based employees?
<b>Michelle Stile</b>	Yes.
<b>Temika Hampton</b>	School-based employees only.
<b>Jim Preusser</b>	Will get back to you on that one. The last one is bereavement – so the problem that we have with this counter proposal is the first sentence under #1, are the three days above and beyond? This would be outside of, in addition to someone’s bank, it is an economic to the District. We already have an agreement already with CTA. If I agree to something like this, it would have a substantial impact, this is something we would not be able to agree based on the economic impact. We do know that there are instances that people have been denied. Additionally, we would hope that if someone needs more time you should grant it to them.
<b>Michelle Stile</b>	You do agree that the District is willing to put some type of language in the Contract?
<b>Jim Preusser</b>	What we proposed is what is in the teacher contract, I am not rejecting the proposal in totality.
<b>Ron Pollard</b>	Our classified employees do not get substitutes, not like the district has to do an additional pay, classified do not get a sub, it would not affect their paycheck.
<b>Jim Preusser</b>	Correct me, but you stated employees would get three additional days paid.
<b>Ron Pollard</b>	The cost factor is not as great as you are making it sound.

<b>LeighAnn Blackmore</b>	There is a long term cost.
<b>Ron Pollard</b>	Just looking at bereavement pay. I don't think we want to take sick days.
<b>LeighAnn Blackmore</b>	That is existing.
<b>Ron Pollard</b>	Very few would get subs.
<b>Jim Preusser</b>	I understand Ron, you are right if they did not have time in their balance they would be financially impacted, at this point in time the three days administrative leave I cannot agree to. Also, administrators would follow the letter of the law. I have heard that that may have happened before.
<b>Temika Hampton</b>	People have been denied, I need drivers you cannot be on leave.
<b>Jim Preusser</b>	Not closing the door on it. We do want to come to an agreement, keep talking until we come to some common ground. I have nothing else.
<b>Temika Hampton</b>	Clarity on the proposal, the proposal regarding the appendix, reflect the actual position
<b>Jim Preusser</b>	That is simply cleanup, our intent is just to clean it up.
<b>Temika Hampton</b>	I just wanted to make sure I have a clear understanding. We are going to continue to caucus.
<b>Jim Preusser</b>	Let's talk about dates. October 13 <sup>th</sup> , 9-4 for our next meeting.

# Appendix A



**RESPONSE TO REQUEST FOR INFORMATION  
OESPA Questions from 09/24/2020 Bargaining Session**

1. Number and location of water filter stations.  
Waiting for information from Facilities Services
2. List of transportation drivers including hire date and work location.  
Please see the Excel spreadsheet attached to the email entitled "Transportation Roster 9/30/20".
3. Copy of transportation department SOP.  
The updated Transportation Operational Manual is attached to the email with this form and is entitled "TR131 Redlined OCPS Transportation Services 2020-21 Operations Handbook."  
  
Per discussion at the UMM on September 28, 2020, you will receive updates and changes made this year to the Transportation Operational Manual. SOP's will be sent once they have been finalized.
4. List of employees and their wages in pay grade E-3.  
Please see the Excel spreadsheet attached to the email entitled "OESPA Grade 3 and New Hires". Use the 1st tab called grade 3.
5. Actual versus projected Cares Act Spending.  
Of the \$55.4 million allocated to the district, the share for OCPS totals \$49 million; the remaining dollars correspond to charter and private schools. The projection is to spend \$49 million, of which \$1 million has been spent to date (plus \$3.9 million in encumbrances)
6. Custodial overtime log/payroll record.  
Waiting for information from Facilities Services
7. List with salary, including benefits, for all new hires between 4/1/2020 – 9/25/2020.  
Please see the Excel spreadsheet attached to the email entitled "OESPA Grade 3 and New Hires". Use the 2<sup>nd</sup> tab called hires.
8. Accounting of actual Kelly Services expenditures.  
Waiting for information from Office of Management and Budget.

# Appendix B



### **MOU ADDENDUM – Involuntary Transfer/Reassignment**

As a result of the uneven number of face-to-face students per school, the parties agree that an employee may be temporarily transferred/reassigned to another school until such time as their current school reaches the district-wide average. Within thirty days of reaching the district-wide average, the employee will return to their current school.

The parties recognize that an employee may be transferred or reassigned in a manner consistent with the current procedure outlined in Article X(B) and X(C).

# Appendix C

## DISTRICT COUNTER PROPOSAL TO OESPA PROPOSAL #4

### Bereavement Leave

September 17, 2020

#### ARTICLE XVII

#### LEAVES OF ABSENCE

- 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~~

#### H. Bereavement Leave

1. When a death occurs in the immediate family of an employee, the employee shall be granted **three (3) days paid administrative leave** ~~leave with or without pay for up to three (3) duty days~~ to travel to and from the funeral location and attendance at the funeral for in-state activities. An employee shall be granted up to two (2) additional duty days to attend out-of-state funerals. Employees must use sick leave with or without pay for ~~bereavement leave~~ **two additional duty days to attend out-of-state funerals.**
2. Immediate family is defined as spouse, ~~same sex~~ domestic partner, child (natural or step), mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent or grandchild.
3. Additional time may be granted at the discretion of the Administrator.

# Appendix D

### **MOU ADDENDUM – Appendix B-2 (Bid)**

The parties agree that an employee's route may be consolidated by the routing department due to reduction in service needs. If said route becomes available again prior to the next bid period, the senior driver shall have first right of refusal to the route.