

May 25, 2017

ESP Bargaining Leadership Minutes

- Members in attendance: Barb Gleason, Shirley Groff, Anne Calandrino, Hector Acosta, John Boyd, Migdalia Gonzalez, Jason Hayes, Darla Bungo, Apryle Jackson
- Guest: Susan Compton
- Absent for OCEA: Myra Schaalma and Elaine Weaver
- Apryle Jackson introduced Susan Compton as her ESP Vice President elect who would be replacing Shirley on the team. She thanked Shirley for her dedication to OCEA.
- John Boyd thanked the team for the successful ratification with 93% of all ESP voting in favor.
- **Dress Code:** Apryle Jackson passed out the proposed language. We are suggesting that the type of shoes worn be struck and just state for safety reasons, and the Pants with belt loops do not require a belt. *Proposed language is attached*
- **Other Duties as Assigned:** Apryle suggested language stating that any assigned duties should be related to job assignments. Jason Hayes stated this is difficult with schools who have Skelton staffs.
- **Allocations:** Cuts have been made at numerous schools for next year. Some positions have been cut from 10 months to nine. Others have been eliminated and staff are being reassigned to lower paying positions.  
Schools allocations are still given by the District. Principals had the opportunity to meet with District administrators try gain additional positions.  
Michelle VanderLey asked the administrators in the room who determines their allocation. Jason Hayes responded that the decision is up to the District Office. There are numerous restrictions on their staff assignments. The numbers are provided by the District.
- **Translation Supplement:** Apryle Jackson proposed language for adding a supplement for a translator at teach work site to assist with translation services.  
Individuals who are receiving this supplement will need to be trained to receive it.  
Hector explained that there are different dialects in South American Countries  
Background knowledge is needed to correctly translate  
Jason Hayes stated that there needs to be structure and guidelines provided for the individuals who are assigned to be the translators  
Darla Bungo asked that we contact Multi-Cultural Department so that they be a part of the process.  
John Boyd stated that they will be looking at standards for individuals who are given the supplement  
Darla Bungo – Need guidelines for when services are needed  
Hector stated that Dialects differ and a pool of individuals needs to be kept  
Jason Hayes – translators need to have assignments  
Apryle Jackson stated that she has concerns with records being translated from other countries.  
Darla Bungo stated that Multi-cultural, curriculum, and guidance provide these services
- **Sick Leave buy-out Language:** Apryle Jackson passed the language for the District to consider that employees may request the ability of cashing in up to 5 days of sick leave at the end of the

school year. She stated that the reason we are proposing this language is due to the high number of employees who have exhausted their sick leave and are taking leave without pay. The number is 400.

Michelle VanderLey asked if this was a problem with ESP

Migdalia Gonzalez stated that it is a problem across the District with all employee groups

Darla Bungo also stated that numerous employees do not understand that when they are out of leave and take off the day before or after a holiday, they are not eligible to receive the holiday pay. We need to better educate employees on this.

John Boyd stated that a letter has been given to any employee who has used up all of their leave and my potentially be docked salary when the take off a day.

Jason Hayes stated that he has some employees who simply take off days without pay and do not notify him in advance as stated in the letter.

- A discussion took place as to when the next bargaining meeting would occur. We will not meet during the summer. Our first meeting will be August 17<sup>th</sup> 4:15 at the OCEA office.