



OCEA ESP Bargaining Notes

10/19/2017

Meeting began at 4:30 PM.

In attendance: Hector Acosta, Barb Gleason, Elaine Weaver, Apryle Jackson, Susan Compton, Myra Schaalma, Tammy Cope-Otterson, John Boyd, Nate Fancher, Jason Hayes, Sarah Graber, and Migdalia Gonzalez. **Guests:** David Stone, Susan Putman, Hank Groton

Approved MOU:

- Collective Bargaining MOU was approved by all members in attendance
- MOU to continue holding Union Management Meetings was approved. Apryle Jackson asked that two new groups be added to the list, VPK and Clerical in transportation. John Boyd clarified that in the MOU it states that additional groups can be formed.
- MOU to provide the opportunity for ESP to cash in unused sick leave at the end of they was passed

Orientation Tab:

John Boyd stated that the District is working on improving the videos and that they recognize that there is no reason to watch them annually

ESP have not been provided adequate time during the work day or on early release Wednesdays to complete the tab.

Health Benefits:

Sarah Graber reported that they health fund is running at a deficit. We have spent more money than what was put into the account. There have been no changes in our health plan for over 4 years. We need to make some adjustments for the next contract year.

We also discussed the need for language concerning *No Shows* at the clinic. Sarah stated that they have made Florida Hospital aware of issues with the phone system and that people have not been able to contact them to cancel an appointment. Apryle Jackson asked if an MOU could be developed to correct this problem.

Hector Acosta suggested that an dedicated email account be created for employees to use to cancel appointments

Customer Service Moodle Course:

Barb Gleason stated that this link was useful for her job. John Boyd stated that in order for the school to be recognized as a Red Carpet School, all employees have completed the course. The course is 100% voluntary. We discussed again that it was difficult for ESP to complete the course during the work day. It was suggested that duties be staggered so that time is available to complete courses.

Cross Training:

We discussed that the language was approved, but has not yet been implemented.



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Employee pay when working in an upgraded position:

Apryle Jackson passed out proposed language permitting ESP employees who fill in for a peer for more than 2 weeks who is being paid at a higher pay rate. Tammy Cope-Otterson clarified that if someone is working in another position, we could complete a short term contract to provide the difference in salaries dollars (usually if someone changes jobs to a higher paying job, they receive a 5% increase.) We need to look into this further and gather data.

First Aid Supplement:

Apryle Jackson passed out proposed language to provide a supplement for the dedicated individuals who act as the back-up for the school's nurse. Myra Schaalma stated that at her school 4 people cover the clinic. Tammy Cope-Otterson stated that the supplement could be divided between numerous people.

Hurricane Days:

Barb Gleason and Elaine Weaver asked that there be policy with consistency for all 12 month employees. Some schools permitted 12 employees to not work on days which others were required to work. John Boyd stated that those who worked on the days others did not work will receive *IRMA PAY*.

John also stated that ALL 12 month employees were supposed to work. Dr. Pace had given clear directions that all 12 month staff was report to work. Her directions were very clear!

Tammy Cope-Otterson stated that numerous employees have non-working phone numbers and that it was difficult to contact them to keep everyone updated on the situation. She asked that OCEA remind members to keep their information current with the District.

Elaine Weaver asked why staff couldn't be shared among schools. Her school as quickly secured while others needed additional assistance.

Voluntary Pre-Kindergarten and Transportation:

Apryle Jackson asked that a sub-committee be created to work on developing contract language for these two types of ESP. She stated that often in transportation they are working overtime, but not being paid for those hours.

Translator Supplement:

Apryle Jackson asked that we continue looking into providing a supplement for ESP who often translate for parents. We recognize that training needs to be provided since dialects vary throughout South America. Hector Acosta shared that it is often difficult to translate in IEP meetings when discussing tests. John Boyd stated that we would need someone who is bi-lingual and qualified to administer the test. This could be a legal issue. When translating individuals need to just share the conversation and not try to explain anything.