

DCFCE Executive Board Meeting Minutes

DRAFT

Monday, August 20, 2007 5:15 Pm

Members Present: Fay Norris, Carol Adams, Connie Hansen, Bonnie Bickel, Larry Herrington, Brenda Smith, Julie Weatherman and Tiffany Osland

Minutes from previous meeting were distributed and read. Brenda moved to accept the minutes for April 16, 2007; Larry seconded – Minutes Approved.

Tiffany went over the financials from June 1, 2006 through August 1, 2007.

“Employee Contract Costs” were questioned. This is where all costs for our DCF employees was put, which is basically employee payroll costs for Cyndie Pierce. We are still paying bills at 50%, except for the rent which is at 25 %. The financials Profit and Loss statement was moved by Carol and seconded by Fay. Financial Report accepted.

Brenda went over the annual audit that was conducted by DCF’s CPA, Bruce Fosdick and all his recommendations. This years (2006-2007 SY) needs to be done by 12-31-07.

Membership numbers were discussed. Classified stands at 447 and Certified is at 2400. We are moving to the philosophy that a “Member is a Member” – Everyone represents the Union, shared the DVD that was made by Matt @ AFT this summer and how we are using it as an enrollment tool. We want to focus on itinerants or as we are calling them, “small interest groups”, how we are meeting with ISS and their monthly meetings. We want to get on the classified staff meetings – Julie will be emailing all Secretaries and try to get on these meetings- this is tough as many schools don’t have mandatory or regularly scheduled classified meetings. Discussed how we address the concern of “ I can’t afford it”. Classifieds may need the Union enrollment more than Certified- they are the ones on the playground, in lunch room etc. Brenda gave an update of where we are with our MSS – 2 certified MSS are on aboard and we are still looking for the 20 hour a month classified MSS person.

Tiffany reported out on the following:

IBB training that was done on 8-14-07. Some new people on the negotiations team. Will Mechanics, Pat Laughlin, O&M; Annette Mertens, Transportation; Mary Hein, EA; Suzanne Kruger, Schools; Tara Cyboron; Childcare. Issues that Negotiations will be addressing as of now are Job descriptions- the language and how they are made, and further clarification of Vacation language and usage.

Pay for Performance –

Tuition reimbursement forms deadline is August 31st. 2 weeks after this deadline a letter will go out to them. In future years, deadline will be more aligned like Certified which is in the Spring. Once accepted, employee will need to submit proof of tuition and satisfactory completion to get their reimbursement.

Low cost Loans, which is a huge success. Actually out of funds as of now and hoping to get the remainder of the PFP money to go in there.

Out of District Educational Enhancement which is so many hours of college credit or hours of seminar contact hours which then gets submitted to Staff Development. You have to clear with your supervisor; Can go to Learning Center if not able to go to your supervisor. It is handled like longevity- up to 3 X in a 4 year period; up to 75 cents an hour.

Certification Enhancement- if it is not required for your job. This is above and beyond your work day and can get 10cents more an hour. 3X in life of DCSD. One per year and you can apply for tuition reimbursement for either of these to help pay for the costs. Employees who currently have a certification which is not required of their job, have to wait until certification is renewed and apply.

Arbitration Results were discussed and how they are very costly. We do have to represent employees whether they are a member or not IF: there is a hostile work environment or contract is broken. Why we see very little grievances (some believe we should have ongoing grievances.) is that we have all the rights to see/talk to the School Supervisor, rights to go into buildings whenever we want to and right to contact HR whenever we want to. We are in constant contact with HR. We work collaboratively without having to file grievances.

The general Business discussed was:

School Board Forum that is coming up. There are two seats available. We need to discuss if we want to come out and publicly support any of the 3 running. (Mike D, Kelly and Justin) Carol moved that to support a candidate; Seconded by Bonnie.

New Executive Board Members—Connie is retiring August 31st and we can appoint for this seat. Do we want a whole new Members at Large? We have VP, Treasurer and Secretary. Tiffany asked all to think about if they want to continue.

Meeting was adjourned right before 7 PM. Our next meeting is set for September 17th.