

## **Classified Personnel Policy Committee Minutes**

**October 11, 2017**

**Conference Room B**

### **AGENDA**

Chairperson Chesterfield called the meeting to order at 1:00 p.m.

Present: Mr. Chesterfield, Dr. Warren, Mr. Bowers, Ms. Bryant, Ms. Holloway, Mr. Johnson, and Ms. Pearl

Absent: Mr. Reid (with notice)

### **Bonus**

The committee discussed a request for a bonus for all classified employees. This was discussed at last month's meeting. Mr. Chesterfield requested a bonus for all classified employees at the October School Board meeting. He told the Board that The School Board that support staff have not had a bonus since 2012. He said that the support staff would really appreciate a bonus for Christmas. The Board listened but did nothing.

Dr. Warren stated that she could not say anything about the possibility of a bonus right now because. She said everything is up in the air, unfortunately. It was reported to the Board that we are over on construction cost by \$21 million that the district had not anticipated. She said that as far as a bonus or anything else it is just uncertain. She stated that her recommendation is that we put it on the agenda for next month for Christmas time. She said that Mr. Chesterfield took it to the board last night and they took notice of it. They know what the employees both certified as well as the support staff want.

### **Bond Issue**

Mr. Chesterfield asked Dr. Warren to comment on the bond issue that was passed for the Sylvan Hills Middle School. He said he believed it was for about \$65 million. He said that he could not see why out of that \$65 million that the district could not take 2 or 3 million dollars from that and give the employees a bonus. Dr. Warren said, "I think we need to continue with the discussion on a bonus until we know what the Board is going to do. I will check on the whether the bond on

the ballot was for only Sylvan Hills.” Mr. Chesterfield stated that he would bring back the request for a bonus to the School Board.

Ms. Pearl said that ESSA should be addressed since paraprofessionals are mentioned in this new Federal law. The employee cuts under Dr. Guess have hurt the district. Dr. Warren said that she is looking at areas for some changes. Everyone is affected by the employee cuts that were made. She said she does not have all the answers yet, but she is working on it. Ms. Pearl said that paraprofessionals will have to be put back in the classroom and for sure in the learning labs. Dr. Warren said that Federal money must be spent on what it is earmarked for. Ms. Pearl said we also need more security guards. We do not have enough to keep our schools secure. Ms. Pearl also stated her concern about all the employees that were moved around or lost their jobs under Dr. Guess.

Dr. Warren said there is a new School Board and we are doing what we need to do to correct many things.

Mr. Chesterfield asked if anyone else had anything thing else to say about the bonus. No more discussion on this took place.

### **Concerns**

Mr. Chesterfield stated that when we had the meeting on the 21<sup>st</sup> of September, Dr. Warren asked each and everyone one of us, if we would bring back some concerns that some employees in this district might have. He said, “I can start it off because it is a concern that a lot of people have. There are things happening in the work place. Take transportation, I know in the schools you see all the doors locked. You got to show your badge or something to get in. That’s all good. I see nowhere in transportation where there are locked doors. Sometimes in the evening there will be 1 or 2 people at the bus pounds. There are no supervisors, and when I say no supervisors, Dr. Warren, I mean the supervisors come in the morning and leave at 2 p.m. Things take place over the evening. Things don’t usually take place from 10 o’clock a.m. to about 12:30 p.m. People can come at any time in any door and if they are upset they can say what they got to say and then they can leave. If the doors were locked, then people would have to identify themselves. This is a security issue.



There are a lot of issues and problems that go on in transportation. I think that supervisors should work a split shift: come in at 5 in the morning, work until 9 a.m. They could then leave and come back at 1 p.m. and work until 5:30 p. m. or until the last bus comes in. The way it is set up now, in the evening everybody is gone. When something happens, you have no supervisor on duty. The problem is the supervisors are missing in action.” Mr. Bowers said that he will follow up on the safety procedure and after this meeting he would contact Mr. Blake and talk to him about access control in these facilities and in other schools. He said that there should be something we could do. He said that he thinks our in-service is out here and Dr. Warren will come out there and speak. Dr. Warren said that was interesting because when she came through the back door was standing wide open. She said that when she went out there, she did not know how she would get in until she saw the back door open. She said that we need to have it set up at those hours you are talking about where we can have access control. She said that we could have had it set up the whole time. Mr. Blake knows this. We will look at access control. Mr. Chesterfield thanked Dr. Warren and Mr. Bowers for their comments.

Ms. Pearl said she had one concern that she has received from a couple of employees. A couple of years ago the district changed the pay scale and we were to send in our experience to the principal and they would turn it in. This notice was supposed to be attached to our contracts. There were many of us who did not get this notice with our contracts. There was nothing attached to mine. Ms. Pearl said that she did not know that she could request for an additional year of district experience. Dr. Warren said that she had a conversation with Kim White about how employees are notified about things like this. Dr. Warren asked Mr. Chesterfield if he would invite Kim White to the next committee meeting to address this concern. Mr. Chesterfield said that he would invite her. Dr. Warren said that she had been questioned about this and she would like Kim White to explain this. She did make me aware of one department that the supervisor didn’t turn in the information. Dr. Warren said that she wanted this addressed.

Mr. Johnson said he had plenty of concerns and he would write a report. Dr. Warren asked him if he would have it by the next meeting. Mr. Johnson said he would. Dr. Warren asked him to number each issue.

Ms. Bryant said that she had a couple concerns from the employees in the clerical department. One concern was about the pay rate and the other concern was the nurses in the school building and why they didn't clock in and clock out, when they are on a daily rate of pay and not an hourly rate. The other concern that some employees have why we have not received a raise in X amount of years, since the cost of living is constantly going up and why payroll is not computerized instead of their having to key it in. We do the payroll and then we turn it in to payroll. Dr. Warren said I know you turn in a paper copy. Mr. Bowers stated that we are one of the few districts in the county that is not computerized.

Mr. Bowers stated that security is always changing. Our main concern is a safe environment. Speaking to the staff this morning, the main concern is that we try to put people in a safe environment. He said that we do have a concern about those that visit our facilities unsupervised. Students from middle schools are dropped off and they run rampant and cause a lot of havoc. He said we are wondering if there could be something done to not allow unsupervised students to participate in any after school event. He asked if this was an unreasonable expectation. No one on the committee thought this was unreasonable. He said It makes everyone accountable for his/her child. A child needs to be supervised when they are on district property. Administrators have gone and students are at the school unattended. Our officers' shifts end and there are still students present at these schools, so our officers remain and this does lead to overtime pay.

Mr. Bowers asked to go back to the transportation concern raised earlier. He said, "When I got this job, Derrick Scott said give up patrols, you got to give up patrols. Cut patrols, I had two cars working at night 4 people in some cases and some cases only two. They patrolled the entire district. They responded to alarms we installed and so forth. We cut patrols out. We get people thinking we have patrols, but we don't. We get several calls from transportation. Got a kid that transportation want to pull over. Got a kid out of control, they are supposed to call law enforcement. My recommendation at the time to Mr. Scott was I wish I could get my patrols unit back today. Rotating shifts and then when you do have an issue on the bus my patrol officer could respond. If it's a female student that needs to be transported then I could transport the female student. If it's a male student then a male officer could transport the student. Then the bus could



continue, but I no longer have patrols. I was told that having patrols was tied to the cost.

At this point, Mr. Chesterfield reminded Ms. Bryant about the previous discussion on a bonus and that the committee would continue to pursue this because the committee agrees with her concern about the cost of living.

Ms. Holloway asked about security at the schools for after school athletic events. Mr. Bowers explained how these events (male and female sports games) are covered by Security along with the local police departments.

### **Morale Boosters**

Mr. Johnson said, "The importance of our seniority again would boost morale for everyone in the district. You know that is one of the biggest things that has been depleted from this school district. You know a lot of us have been in this school district for many years. We suffered, we worked, we did whatever it takes to get the job done. These last few years it's like we don't even exist. Like all that hard work we have done over these years, we didn't do anything. We didn't do any kind of service for this district. It's pretty tough when you have a 1 or 2 new people coming in and they get more recognition than the people who have been in the trenches with this district. You know we have seen all kinds of people come and go. We have weathered a lot of storms." Dr. Warren asked Mr. Chesterfield to put that on the agenda for next month. She said her reason for asking this is to have Kim White in on it. She said that she has worked more closely with the certified staff than the support staff. She said that for certified employees seniority is the only thing we really look at. She said that she was surprised to hear this. She said that she had assumed that it was always like that for the support staff as well. She said that she thought the policy dictated the seniority but from what Mr. Johnson just said it doesn't sound like it. "I am telling you on the certified side, it is. All job assignments are about seniority." Mr. Johnson said, "Well at one point in time it was like that. At one time it was worth something. Now it's like it's not worth nothing." Dr. Warren replied, "This is what I want you guys to look at. You'll know what has happened. You know why it happened. You know who made it happen. That person is gone. So, we are looking ahead to see where we can make changes and where we can make it better."

Mr. Chesterfield asked that we give Dr. Warren a chance to make things better for us. I think we communicate well and we get along well with Dr. Warren, our new Superintendent. He said that he appreciates Dr. Warren's wanting to be aware of these concerns and boosting employee morale.

Other possible morale boosters were discussed such as returning breaks during the work day, punching in and out for lunch with how far away the time clocks are located in the schools. Dr. Warren asked that we continue to discuss these suggestions at the next committee meeting. It may be good to invite someone from payroll to address some of these items. Dr. Warren agreed. Mr. Chesterfield agreed.

Mr. Chesterfield set the next meeting for November 15, 2017. All agreed.

Mr. Bowers moved to adjourn and Dr. Warren seconded. The meeting was adjourned at 2:03 p.m.

Belinda Pearl, Classified PPC secretary