

LABOR MANAGEMENT MEETING MINUTES

October 18, 2018

Members Present: Keith Ahearn, Tammy Butler, Roxann Caserio, Dan Chismar, Linda Donelan, Dan Goode, Tammy Lorbach, Seth Perry, Kyle Suerth, Kim Ulrich, Mike Verlingo, Matt Yunker

Purpose: The Board or its designated representative and the Union or its designated representative agree to meet and discuss matters of contract application, safety, and other issues pertaining to the working situation but not included in this contract.

In efforts to solve problems before they become formal grievance, the Board agrees to establish a labor-management committee consisting of representatives of both MCEOLC and the Board. Its main function shall be to confer on all matters of mutual concern, to keep both parties to this contract informed of changes and developments caused by conditions other than covered by this contract and to confer over potential problems in an effort to keep such matters from becoming major in scope. The committee shall be composed of the Superintendent and/or designee and three (3) other administrative appointed members; and the President of MCEOLC and/or designee and three (3) MCEOLC appointed members. The committee shall meet four (4) times a year. Additional meetings may be held as mutually agreed upon.

Meeting dates: December 4, 2018, February 5, 2019, May 7, 2019

Meeting times/place: 9:30 a.m. in the Superintendent's Conference Room

Agenda Items to be submitted by email no later than 4:00 p.m. of the day before meeting to Mary Ann Poff

Minutes will be published on district website

- I. Clothing Allowance: In the past, receipts for reimbursement were turned into the treasurer's office and a separate check was issued. This year the reimbursements are included in the payroll checks and are being taxed. Can this be changed back to the way it was or not be taxed?

Per the change in the MCEOLC Master Agreement, uniform allowances will be received through regular payroll. This is an item which will need to be revisited during the next contract negotiations.

- II. Field Trips in Trip Direct: Some drivers are questioning how field trips are handed out.

Field trips are entered through Trip Direct. Matt Yunker will check on the program to find a way to put a date/time stamp on each trip or run a report showing dates/times that all trips were received for the week. This will show when the requests were received to avoid any confusion.

- III. Public School Works Training

Why are we required to do this training? Some employees do not have any time during the school day to complete these in the allotted time frame.

Keith Ahearn explained these trainings are required by the State. The district has not done this in the past, so we are in the process of playing catch up on the requirements. Once we are caught up, employees will only be required to do 3-4 a year. Normally these can be completed on professional development days. For those individuals not able to complete them this year by the deadline, allowances will be made to extend the date with the approval of Mr. Ahearn. At this time, we are not paying to complete these off the clock.