

Board of Education Meeting

Date: 10/8/15

5:00 p.m.

Information Sheet

GISD Administration	AFT Local 4212
Barbara A. Browder-Lead Negotiator	Dolores Nanez-President-Library Instructional Assist.—GHS
George Foster—Principal-Employee Relations Investigator	Randy Thornley-Executive Vice-President-Teacher—STH
Judy Creegan-Director-Nursing Services	Matthew Grubaugh-Secondary Vice President-Librarian-GHS
Alfredo Holguin-Director Physical Plant	Pamela Holguin-Treasurer Attendance Clerk-GHS
Lupita Chavez-HR-Director-Licensing	Stephen Casares-SPED Teacher-DT-Elementary Vice President
Gloria Lopez-Finance Coordinator	Albert Vallejo, Bldg. Mech. Promoted to Mgt.—4/13/15
Carolyn Lindau-Executive Director of Compliance and Special Instructional Programs	Angelica Rodriguez-IA, STE-Secretary

Negotiations:

- First and foremost always took into consideration the best interest of students
- Satisfied management interest and Union interests
- Were fair, collaborative and always focused on shared solutions

Communications:

- Will continue to occur frequently and throughout the year whether as part of negotiations or not

Negotiation Meeting Dates	Location	Time
10/8/14	GMS	2:30 p.m.
10/15/14	GMS	2:30 p.m.
11/5/14	GMS	2:30 p.m.
12/3/14	GMS	2:30 p.m.
7/24/15 (UMC)	GAC (SLB/TL)	10:00 a.m.
9/25/15 (UMC)	Conference Call (Article 36, No.4)	3:00 p.m.

GISD/AFT-CBA Review Dates 1/28/15
 AFT Ratification Dates 1/28/15 and 9/25/15
 AFT, Local 4212 Ratification of CBA

Negotiated & Tentative Agreement

1. "Table of Contents" to include Article Number, Title and page number.
2. Article 10, "Teaching Environment," No. 1, last line "During" to during
3. Article 22, "Tardiness"
Add a second paragraph

TO READ

"Employees who exhibit a pattern of tardiness/lateness to work shall be required to sign in and/or sign out".

4. Article 24, "Facilities/Uniforms," No. 9
"Each security guard, custodian and each maintenance employee, shall be provided with a uniform. These employees shall have the opportunity of selecting six (6) shirts and six (6) (trousers) or jeans from an approved uniform listing."

TO READ

"Each security guard, custodian and maintenance employee shall be provided with a uniform. These employees will be issued three (3) informs at hire, three (3) at "order time" and four (4) per year, thereafter."

5. Article 31, "Grievance Procedure"
No. 2.1 A "grievance" shall be defined as a dispute pertaining to a claim that alleges a violation, misinterpretation or inequitable application of this Agreement or District policy to include growth plans and evaluations.

TO READ

No. 2.1 A "grievance" shall be defined as a dispute pertaining to a claim that alleges a violation, misinterpretation or inequitable application of this Agreement or district policy to include the growth plan and evaluation process.

6. Article 36 "Work Day Work Year"
No. 3.1 "Those teachers who voluntarily accept a position as a tutor, summer school or intercession teacher, or similar position will be paid at a rate of twenty-five (\$25.00) dollars per hour."

TO READ

No. 3.1 as written with the deletion of "or intercession teacher"

No. 5 (last line) "rational" to "rationale".

7. Article 37, "General Leaves"
No. 2 "For the purposes of this article, "Immediate Family" shall include the employees spouse, son, daughter, mother, father, brother, sister, grandmother, grandfather, aunt, uncle, mother-in-law, father-in-law, stepson, stepdaughter, a child who has been placed under the guardianship of the employee."

8. Retitle Article 47 from "Leave Bank"

TO READ

"Sick Leave Bank/Transfer of Leave"

9. No. 1.6 "Maximum withdrawal from the Bank shall be forty (40) days. Additional days maybe requested by submitting a new application the Committee.

TO READ

No. 1.6 "Maximum lifetime withdrawal from the Bank shall be (40) days.

DELETE

No. 1.6 "Additional days may be requested by submitting a new application the committee."

10. Article 47, "Leave Bank"

TO READ

Article 47, "Sick Leave Bank/Transfer of Leave"

1. **Any full-time employee experiencing a medical emergency, regardless of membership in the Sick Leave Bank, may solicit accrued annual or sick leave from another employee, and any employee may donate, or transfer, accrued annual or sick leave to another employee/recipient experiencing**

a medical emergency who has solicited a donation of annual or sick leave. The maximum lifetime receipt of transferred or donated leave to any individual employee shall not exceed forty (40) days.

2. Please refer to GISD Board Policy GCCG.

11. Article 50, "Duration"

No. 1. "This Agreement shall become effective upon the ratification of the parties. This Agreement shall remain in force and in effect July 1, 2014."

TO READ

"This Agreement shall become effective upon the ratification of the parties. This Agreement shall remain in force and in effect until July 1, 2017."

12. Article 36, No. 4 which reads

"Licensed personnel will not be required to attend after school events on more than six (6) occasions during a school year. After school events are defined as those in which a teacher leaves the school and returns at a later hour for the events.

TO READ

"Licensed personnel will not be required to attend after school events on more than six (6) occasions during a school year. After school events are defined as those in which a teacher leaves the school and returns at a later hour for the event (i.e., festivals, carnivals, fiestas, Family Literacy Nights, Parent-Teacher Conferences/Open Houses, etc.). Teachers who exceed their workday hours for Parent-Teacher Conferences may be compensated with "flextime" the same day or the next (non-instruction) day."