

## **Support Council Meeting Minutes August 22, 2013**

The Support Staff Council met on August, 22, 2013, at 9:00 a.m. in the Central Office conference room. Council members present were: Tammy Baker, Ed Eary, Jim Brewster, Don Richardson, Patty Teater and Richard Harden.

### **Welcome:**

Mr. Harden called the meeting to order and passed out the new Support Staff Handbooks. He asked us to spread the word that the handbooks were also available on the website.

### **Communications:**

- Open Enrollment for health care is coming up. Notices regarding the new Health Insurance Marketplace will be delivered to everyone, and also information regarding the *Affordable Health Care Act*. Each employee must sign and return the Marketplace form (green) to his/her supervisor or to Becky Sewell at Central Office. Significant penalties will be assessed on the school District if we do not comply with the new regulations.
- Vacation – Mr. Harden pointed out the changes on pages 6 & 7 of the handbook regarding vacation leave. These changes allow for the differentiation of the amount of vacation leave awarded to classified employees based upon days and hours worked per year. The changes will be effective July 1, 2014.
- There was discussion about the phone system at the Bus Garage being down that morning and how bus drivers were not able to reach anyone to inform them that they wouldn't be in. There was concern that those employees' pay would be docked for not calling in. Mr. Harden stated that he didn't believe that would happen, and suggested that drivers attempt to contact another driver by cell phone, etc. in those unique situations.
- A question was asked as to why employees did not receive a cost of living raise this year. Reportedly, bus drivers were told during in-service, that it was because of driver absenteeism. Mr. Harden assured the group the decision concerning raises was multi-faceted, was primarily budgetary in nature, and that absenteeism was only indirectly involved. Absenteeism does have an impact on the System's budget because substitutes do receive pay (of course). Mr. Harden stated that there have been only 3-4 times in the last 25 years that the salary scales have not been increased from one year to the next, and that this was just one of those years. There was also discussion about employees maxing out on the salary scale. The consensus of the group was that they did not agree with

capping the salary. Abuse of sick leave was also discussed. Council members related that some Drivers had expressed that they felt 'threatened' at the in-service (for missing work). Mr. Harden explained that the Interim Superintendent Moore has already received requests for days off without pay that appear to be frivolous and that the District is simply attempting to cut down on those types of absences.

- A Council member was asked to request a less broad salary scale for secretarial positions such as Secretary I, Secretary II, and Administrative Secretary on the same scale. The requestor thinks that these positions are very different and should be on a different scale. Mr. Harden stated that job titles were determined by the state, and that the issue may merit further study.
- A Council member shared with the group that one of our member's son had been air lifted to the hospital and was in a medically induced coma. She asked for prayers for him.

**Actions:**

- If there are any items to be brought before the next Support Council meeting, please e-mail Mr. Harden. [richard.harden@jessamine.kyschools.us](mailto:richard.harden@jessamine.kyschools.us)

The next meeting is scheduled for **WEDNESDAY, SEPTEMBER 25<sup>th</sup>** at 9:00 a.m.