

Support Staff Council Meeting Minutes

May 12, 2016

The support Council met on May 12, 2016 at 9:00 AM in the Central Office conference room. Council members present were: Tammy Baker, Tammy Taylor, Jennifer Maynard, Michelle Hollingsworth, Bill Patterson, Ed Eary, Tammy Osborne, Jo Willis and Val Gallutia.

Welcome:

Mr. Gallutia welcomed the entire group and explained that he was filling in for Mr. Harden for this meeting. Opening comments included:

- Introducing himself
- Had all Support Staff Council members introduce themselves

Communications:

The communication section focused on the following:

- Pay Raise for next year: A question was raised concerning any potential pay raise for next year. At the current time, Jessamine County Schools have implemented a 2 % cut across the board. This includes the reduction of staff at a rate of 2 %. This is due to the fact that the district is spending more than the generated revenue. Currently the priority would be to reinstate the 2% cuts before making any adjustments to the salary schedules. The plan is to present salary schedule to the board at this month's meeting for next year. Continual budget discussions are occurring with the board at each meeting to keep them apprised of our budget situation and the district needs.
- Need for Bus Drivers: A concern was shared that the district is still in need of bus drivers. Openings for the bus driver position is a continual posting on our district's job register. Mr. Bellman has also placed a bus, with signage attached, behind JCTC so that traffic along US 27 can see the advertisement for needed bus drivers. He has also worked with schools to have the same message on the school's marquee. This is a continual concern and one that is continually being addressed.
- Retaining Bus Drivers: A concern was shared that the district is paying for bus drivers to be trained and then those same bus drivers are leaving the district for higher paying jobs elsewhere. Mr. Gallutia will communicate and work with Mr. Bellman to further understand the concern and brainstorm ideas for resolving if necessary.
- Signage at JELV: Concern was again shared concerning the signage at JELV. Mr. Gallutia, Mr. Clemons and the school administration has reviewed the signage and developed a plan to improve the signage over the summer.
- Sick Leave and Retirement: A question was raised as to why Jessamine County did not report unused sick time to retirement, to be included with retirement benefits. When anyone in the district retires, the district will pay the employee for 30% of their unused sick leave at their current daily wage. This payment for unused sick leave is not required by law, but the 30% threshold is the maximum percentage if a district opts to pay for unused sick leave. Ms. Becky Sewell stated that the reason Jessamine County does not include this payment into retirement benefits is that this additional money can negatively affect employee retirement credit and benefits, especially those employees who work between 4 to 6 hours per day and 180 days each year. Employees working those hours are a high percentage of our entire classified employee population. The district does not want to implement a practice that negatively affects the majority of classified employees.
- Additional Information: Upon retirement, classified staff who earn vacation time receive full compensation for any unused accumulated vacation time.
- Certified vs. Classified Staffing: The council asked that these job classification be defined in writing. Certified staffing positions are those identified by law which require a certification, from the Kentucky Education Professional Standards Board, to perform (i.e. teacher, administrator, counselor). All other positions in the district are considered classified positions.

The next meeting for the certified council will occur in the fall of the 2016-17 school year. Everyone have a great summer!