



**Association of Professional & Technical Administrators**

**APTA BOARD MINUTES**

**10/12/2022**

**Location:** Alice Smith Elementary or Zoom Meeting

<https://us04web.zoom.us/j/6924018622?pwd=MHN0VTczMmw5WWVQKy96MkFUTGdiZz09>

Meeting ID: 692 401 8622

Passcode: 2X5IFG

**Topic:** Regular board meeting

**Date:** 10/12/22

**Time:** 11:00 AM-12 PM Pacific Time (the US and Canada)

**Attendees:** Dr. Shannon Colón (Interim President), Mark Erwin (Interim Vice President), Nicole Moreno (Secretary), Ashley Pilat (Psychologist Rep. via zoom), Jorge “Eddy” Chacon (Pro-tech Rep. Nominee), Ron P Dreher and Ron J Dreher (Union Counsel via zoom)

**Agenda items**

- I. Call to Order/Attendance/Finalize 9/19/22 Emergency Meeting Minutes.
  - a) 11:06 AM. Shannon called to meeting to order. **Mark Motions to approve minutes from Emergency Board meeting 9/19/2022. Ashley seconds. All in favor. Motions carries**
- II. **Treasury Report.** Treasury report reviewed. **Nicole motions to approve Treasury report. Mark seconds. Motion approved. All in favor. Motion Carries.**
- III. **Appointment/Discussion Interim pro-tech representative** (remainder 22/23 term) with nominee Jorge “Eddy” Chacon—relevant bylaws Article V, Section 2-b, and Section 4. **Shannon motions to nominate Eddy as interim protech representative. Mark seconds. All approve. Motion carries.** Discussion of whether quorum is present. Members present constitute a quorum per Ron. If majority of members present vote in favor, motion passes. This is usually addressed in bylaws so we may want to ensure this is present in bylaw update. Eddie Chacon: Ass’t Director of Planning Design for capital projects. Been in APTA 4-5 years. Mark asked him to join and gave him some details. Always been interested in how things run. Happy to be here.
- IV. **Status update of 9/22 Action Items—**

- a) **Update Signature Cards at Bank**, Contact Lisa Mae in payroll about the sick leave payouts process (Terry), Postpone discussion until Shellie is back.
- b) **Sick bank**: Scott has binder that Mark dropped off to him at Dilworth. Sick bank committee is Celeste Arnold and Scott Barclay. Need to add one more APTA member for committee.
  - i) Process for accessing sick bank per Scott's discussion with former President Tami Zimmerman: get forms from HR and fill out FMLA form and request days for sick bank. APTA sends chairperson information. Work with Selene Lewis in HR to make sure member has exhausted own sick days and that they haven't taken 75 days per year. Forward to sick bank committee for approval. They then send to board to vote for final approval. Chairperson then communicates with member and HR to let them know if approved.
  - ii) Shannon: Should we add another APTA member to committee? Ashley would be in support of polling membership to see if anyone else interested. Mark: when Tami was doing it she was a general member and not on the board. A general member may be good. **Nicole motions to send email seeking additional Sick Bank committee member. Mark seconds. All in favor. Motion carries. Nicole will send email to membership.**

V. **Update on Unfair Labor Practice Suit.** – see closed minutes

VI. **ESSR Fund discussion regarding additional stipend.** – see closed minutes

VII. **Bylaw committee update**: Shannon asked Ron P and Ron J to get her a copy of sample bylaws. They will. Bylaw committee is tentatively scheduled to meet Nov 16. However, this meeting is predicated on if Emily and district continue with meeting with team on Oct 31 regarding possible separation of APTA membership. On Oct 31, Shannon, Mark, Emil Ellison, John Listinsky, and Chris Reich are supposed to meet at 3:00 on 10/31 to meet at admin emergency operation center to see if district would recognize as separate memberships if APTA split. Shannon also emailed Emily about this 10/11 to confirm the meeting and no response yet.

VIII. Restart Zoom. Time limit was up. Zoom recording started again.

IX. **Discussion of meeting with Superintendent Enfield.** Mark: In general, conversation didn't seem canned. She seemed to be candid and open to what we had to say. She invited us to contact her anytime we needed anything. Seemed like HR was at top of her list for repair. She wants to not be a hypocrite and wants to follow through with things. Meeting went well and she seemed easy to talk to and receptive. Shannon: Superintendent said she is going to make a lot of organizational changes and reduction in management but this can take some time. They are considering possibly implementing a job study within the next 5 years. Mark: Superintendent Enfield mentioned wanting to change to interest-based negotiations.

X. **Discussion of "interest-based" bargaining pros/cons.** Ron: It was developed by Harvard. The idea is that two groups get together and talk about shared interests they have on certain issues. For example, psychs having need for materials so groups get together to discuss this issue. Why do you need that? What is the point? Background? Establish rapport and work together to solve problem. Takes adversarial air out of the discussion. But, there has to be trust and credibility to work well. Unfortunately, WCSD has shown they

can't be trusted. If Superintendent Enfield is from new area, try to get parties together to work together to identify problems, how to fix and how to get there. Interest based bargaining is a great concept. However in Ron's opinion, it does not work when it comes to money and especially when it comes to public local entities because everything usually controlled by money. WCSD relies on budget and legislature and their money strings. Money becomes crucial especially when there is 9% inflation and district is offering 1% COLA/raises. Usually, management will bring in federal mediation conciliation service and provide a one day conference to say what constitutes interest-based bargaining and how it works. The process comes down to trust and credibility. For example, the stipends. It has been like pulling teeth to get them to say no they aren't going to provide the stipends everyone else got. Usually, all associations would be invited to the conference on interest based bargaining. Mark: He thought it sounded like they were going to bring 3<sup>rd</sup> party and keep our negotiations team on each side so not butting heads. Ron P: That is not the concept of interest based bargaining. The point would be to hear from psychs and protechs and not hear from the Rons or professional negotiators. But, you don't typically exclude labor relations people. Mark: It seemed like it was saying 3<sup>rd</sup> parties talk to each other. Ron: That's more mediation. Our issues have been why has this been so adversarial. Another example of adversarial relationship: Anthony doesn't want to prove 21-22 salary schedule so we can verify 22-23 salary schedule. Shannon: we are supposed to be going back to bargaining in spring. Does Superintendent have capability to start that so soon? Should we table this until spring? Do both sides have to agree to interest based bargaining? Ron: Both sides need to agree. There should be a ground rule where we attempt interested based bargaining.

- XI. **Clarification of Counsel fees/when/what actions is the union assessed.** Shannon: She is concerned about amount of money in utilizing Rons. When do we get charged? Phone calls, emails, etc.? Should President be only one filtering information to Rons? Or can anyone can email anytime? Ron J: Billing is done in 15 minute increments. Ron J and Ron P are one person. Don't bill for both of them if they are both on a meeting; it is billed as one. If both working on case, one bill for same amount of time. If receive emails and phone calls, if short email and a couple minute response they don't charge for that. Sometimes put a noted on an invoice with a note saying no charge. If phone call takes time or research involved, then they charge for time. For example, preparation for ULP or negotiations will be charged for. It is a common practice to have all communication with Ron P and Ron J go through President or VP. This can prevent hour-long phone calls from members. They always go right back to Shannon if get a phone call. Ron: they don't bill us for cc's on emails and it is helpful for them to be cc'ed on emails so they can keep up. Ashley: In the past, the Pres has always communicated with the Rons. Seems to be the way it should be. **Ashley motions that President and VP be point of contact with Ron P and Ron J. Mark seconds. All in favor. Motions carri**
- XII. **Discussion regarding recording meetings. Nicole motions to table item 7 and go into closed session. Mark seconds. All in favor. Motion carries.**
- XIII. **Closed Session. See closed session minutes.**
- XIV. **Discussion of Updated Contract and Salary Schedules**
- a) Ron P and Ron J: Contract language looks good and language looks good. They changed the dates and everything is correct. Language is correct.

- b) Salary schedules: We need to see 21-22 salary schedule to verify 22-23 is correct. We have asked and Anthony Spotts indicated they would not be sending 21-22 salary schedule as it is in the past. Per NRS, he has to give us and doesn't have a choice. Contract retro to July 21. Another PERS reduction then so that represents a new salary schedule. That's what we are asking for. Add 2.5% to that. Then have complete 21-22 salary scheduled. Asked for this morning. Then we can verify 22-23 salary schedule. NRS 288.180 negotiations goes through all the way to end of contract. They have to make all the way through. We will send an email back to Anthony. We want the correct salary schedule.
- c) Shannon: our Employee online has already been updated and posted on website as if it was finalized. Tami told us that we were getting our 1500 stipend and our retro check. Will this affect it if we question the salary schedule? We won't make it affect the Oct payout for retro pay. If they make a mistake, they can correct it later again. Shannon will reach out to DeShawn and ask how he got the numbers for the salary schedule. Deshawn has always been straightforward. Salaries look good. Email sent to use in Aug 2021 about PERS reduction. We need that previous salary schedule. We can't tell if the salaries look right without verifying the 21-22 salary schedule that they haven't updated. We need to check every step. The salary schedule should have said retro to July 2021 and the new one is effective July 2022. Ron is going to send email asking for 2021-22 adjusted. Shannon will send email to Deshawn Reed asking how they came up with numbers. Nicole asked if we receive 8% stipend for national certification that we would receive 2.5% on top of our 8% stipend as well. Ron P and Ron J said yes.
- d) Reminder that everything we discuss in Board meetings are confidential.

xv. ***Shannon motion to adjourn. Mark seconds. All in favor. Motion passes.***

<b>Action Items</b>	<b>Owner(s)</b>	<b>Deadline</b>	<b>Status</b>
Email membership re sick bank	Nicole M	Next meeting	In progress
Email Shannon email regarding vote of Ron P as ex-official member	Ashley	asap	In progress
Email DeShawn in HR regarding salary schedule for 21-22	Shannon	Asap	Done as of 10/13/2022
Email about ESSR stipends follow up	Shannon	10/13/2022	Done as of 10/13/2022
Mark email info to Rons regarding Closed Session topic	Mark	Asap	In progress