

Labor Management Meeting 1/26/2023

Present: Ellen Solek, Bob Sartoris

Javette Allen, Don Concascia, Nelson Rivera, and Nicole Walsh

Nursing status- AFSA looking for an update as there is still a long-standing open position at Wright Tech. It is imperative this position be filled to avoid a grievance.

Wright will be prioritized and is expected to be filled in a month. Dr. Solek stated, "If we don't fill within the month I will go to an outside agency."

Hiring process- There is a major concern among principals that they are being told to serve as hiring managers. This includes arranging interviews, calling candidates, interviewing, processing all the paperwork, and writing justifications afterwards. This is creating confusion about roles and is part of a larger problem of work getting pushed to the schools. There is a particular concern with the hiring practice for custodians, clerical, and BGPOs.

Central Office recognized the need to have hiring managers with clear responsibilities in their area. There is a model already in place food services and it could be replicated. HR needs to identify hiring managers and provide training. AFSA will be providing emails to the Superintendent that highlight our concerns with certain individuals.

AFSA recognizes HR understaffed at this time, but it is not acceptable be told by HR that "I'll put it in my pile" and AFSA is filing a grievance on this matter.

Districtwide Shelter in Place- Building administrators received many calls, emails, and questions about the district wide shelter in place. AFSA recognizes that sometimes you must make a call even if you don't have all the information you want. However, a district wide secure school event has a big impact on schools and families. The Superintendent will discuss this matter at the next Principal's meeting.

District policies- Policies on the website not updated and there is no central location for administrators to access them. The Superintendent recognized the need for a policy manual and to be posted on the internet for both staff and the public. There is a goal to accomplish this task by the summer of 2023.

Transfer requests-

AFSA asked for an update on this process. Lower numbers of administrators are requesting transfers this year. The Superintendent is the final decision maker on these matters but is open to input for from the AFSA as they may have information that may not be on the radar of Central Office. Dr. Solek said she will meet with AFSA President prior to making her decisions on placements.

