

Labor Relations Meeting Minutes 3/08/2024

Present:

Justin Lowe and Rafael Palacio

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

Items Discussed:

Grievance update:

Sick Bank- Response expected soon.

Executive Coach- Level 3 denied. AFSA will have a response shortly.

Grants- Nicole Walsh will share a flowchart. Superintendent working with fiscal and getting close. AFSA President believes it is important to take the time to get this right.

Discussion items:

Several strongly worded directives coming out from Central Office. Can the Superintendent send something out?

Overtime for maintenance staff an issue.

Investigations: One investigation regarding an AP has an expected closing date in March.

One investigation involving a principal ongoing.

Concern shared that there appears to be a pattern of retaliation. A principal works in conjunction HR and issues a letter of discipline for a staff member. Then immediately following that outcome, the staff member files a complaint against the principal.

HR listing more than one person on the same communication.

AFSA members routinely get notified on a Friday afternoon. Can people be told what the issue is beforehand to get both better information and relieve unnecessary stress?