

**The School Board of Polk County, FL**  
**1915 S. Floral Ave.**  
**Bartow, FL 33830**



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Grievance Hearing 12 11 2007

Call Meeting to Order

Acceptance of Agenda

1. [Accept Agenda for Grievance Hearing dated December 11, 2007.](#)

Invocation

Pledge of Allegiance

Special Recognitions

Public Comments on Agenda Items

Approval of Minutes

Approval of Consent Agenda

New Administrator Announcements

Consent

Regular

Administration General Items

2. [Grievance #215, College & Career Placement Specialists Class Action](#)

Attachment: [Grievance 215 07 08.pdf](#)

Minutes:

Lee Littlefield, PEA Representative, stated that Grievance 215 is about the Board's commitment made during the negotiations and salary ratifications where it was agreed that salaries of College and Career Specialists were to be placed on the teachers' pay scale. In October, PEA was notified that the District would not be keeping the Board's commitment. PEA would like the Board to reaffirm the commitment made in August regarding the salary for the College and Career Specialists. These two positions do the same job as accredited staff.

Don Wilson, Counsel for Superintendent, stated that the negotiating teams for PEA and the School Board recognized and/or intended that the reference to "Specialists" was meant to include both the Senior Technician and Assistant Technician-Facilitator positions, and they also intended that both positions would be paid based on the teachers' salary schedule contained in the Collective Bargaining Agreement. The Memorandum Of Understanding does not specify or memorialize such an agreement. There is no indication that this intent was communicated to either the Assistant Superintendent or the Superintendent who signed the Memorandum. It was understood by the Superintendent that the MOU extended recognition to current employees with two-year degrees and that the parties would bargain and submit for ratification an appropriate salary schedule for the Assistant Technician - Facilitators (non-accredited positions).

Dr. Reddout commented that when the district sends out material that list positions as College and Career Specialists - not as assistant technicians or technicians- but uses the language of college and career specialist, there is no variation under that title in terms of job responsibility or degree. It is a college and career specialist. The problem arises because we have two different job descriptions that predate the issue by two years. Dr. Reddout commented this situation is similar to the network managers' salary issue of several years ago where it was agreed to grandfather the existing non-accredited personnel on the teachers' salary scale. This issue should have been resolved before becoming a grievance.

Mrs. Sellers voiced a concern that we are negotiating with a title that does not exist. It was her understanding during the bargaining session and vote that these two people were included.

Mrs. Lofton stated she had a concern with three separate job titles for like positions and with the email from Jose Farinas where he stated Donna and Nancy would be grandfathered into the teacher salary scale.

Mrs. Fields commented she agreed with Dr. Reddout that this is a no-brainer. It is her opinion that Jose Farinas acted in good faith as the chief spokes person for the School District and is now the 'scapegoat'. She reported that these two employees have been doing the job of a college and career resource senior technician for years and, if their pay is being doubled, we are simply paying them what they should have been making all along. The two job descriptions are almost identical with the exception of the degree. Mrs. Fields believes that someone got wind of the raise and started confusion: shame on them for doing that. It is her belief that the two positions were included when it was voted upon by the Board; at least her vote included the compensation of Donna and Nancy as it should be: College and Career Senior Technicians.

Motions:

Motion to not uphold the Superintendent's recommendation and to ensure these two employees are paid according to the Teacher Salary Schedule, Appendix C. - PASS

Vote Results

Motion: Brenda Reddout

Second: Margaret Lofton

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Margaret Lofton - Aye

Frank O'Reilly - Nay

Brenda Reddout - Aye

Hazel Sellers - Aye

Public Hearing

Superintendent's Report

Attorney's Report

Auditor's Report

Board Members' Report

Public Comments Addressing Items Not on Agenda

Adjournment

Meeting adjourned at 11:45 AM. Minutes were approved and attested this 12th day of February, 2008.

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Lori Cunningham, Chairman

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Gail F. McKinzie, Ph. D., Superintendent