

**BARGAINING MEETINGS MINUTES,
2022-23**

**TEAMSTERS LOCAL 385 EMPLOYEES
BARGAINING LEADERSHIP TEAM**

THE SCHOOL BOARD OF OSCEOLA COUNTY, FLORIDA (OCSB)

AND

TEAMSTERS LOCAL 385



(THIS PAGE HAS BEEN LEFT INTENTIONALLY BLANK.)



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

Date: Wednesday, May 17, 2023, 5:00 PM
Location: SDOC Transportation Department, International Room
 401 Simpson Road
 Kissimmee, Florida 34744

TEAMSTERS LOCAL 385 MEMBERS ATTENDANCE				
	Name	Position	Worksite	<input type="checkbox"/>
1	Courtney Bouillon	Chief Negotiator/Attorney	Teamsters Local 385	<input checked="" type="checkbox"/>
2	Carlos Martinez	Business Agent	Teamsters Local 385	<input checked="" type="checkbox"/>
3	Nidia Grajales	Business Agent	Teamsters Local 385	<input checked="" type="checkbox"/>
4	Frank Ortiz	Union Steward	Drivers/Attendants	<input type="checkbox"/>
5	Albert Mendoza	Union Steward	Maintenance	<input checked="" type="checkbox"/>
6	Francisco Ortega	Union Steward	Mechanics	<input checked="" type="checkbox"/>
7	Ana Molina	Union Steward	Custodial	<input type="checkbox"/>
8	Connie Gatlin	Union Steward	Food and Beverage	<input checked="" type="checkbox"/>
9	Amy Casidy Maresco	Union Steward	Maintenance	<input checked="" type="checkbox"/>
10	Tom Koch	Union Steward	School Nutrition Services	<input checked="" type="checkbox"/>
11				<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Scott Knoebel	Assistant Superintendent, School Operations/ Chief Negotiator	School Operations	<input checked="" type="checkbox"/>
2	Arby Creach	Director of Transportation	Transportation	<input checked="" type="checkbox"/>
3	Lester Yeates	Director of SSEM	SSEM	<input type="checkbox"/>
4	Mark Cavinee	Director of Maintenance	Maintenance	<input type="checkbox"/>
5	Judith Gordon	Director of SNS	School Nutrition Services	<input checked="" type="checkbox"/>
6	Mike Clark	Director of Custodian & Ancillary Services	Custodial & Ancillary Services	<input checked="" type="checkbox"/>
7	Jose Gonzalez	Director of Budget	Business & Fiscal Services	<input checked="" type="checkbox"/>
8	Heather Day	Coordinator of HR Staffing, Personnel Services Systems and Operations	Human Resources and Employment Information	<input checked="" type="checkbox"/>
9	Lauren Haddox	Director of Risk and Benefits Management	Risk and Benefits Management	<input checked="" type="checkbox"/>
				<input type="checkbox"/>

Prepared by: Scott Knoebel, Assistant Superintendent, Department of School Operations

Revised: May 24, 2023



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

GUEST(S):

<i>Russell Gould</i>	<i>Coordinator of SSEM</i>
<i>Damaris Pacheco</i>	<i>Attendant</i>
<i>Jacky Rivera</i>	<i>Attendant</i>
<i>Rosa Luciano</i>	<i>Attendant</i>
<i>Arelys Cruz</i>	<i>Driver</i>
<i>Virna Isaza</i>	<i>Attendant</i>
<i>Cecilia Burdick</i>	<i>Driver</i>
<i>Paul Burdick</i>	<i>Driver</i>
<i>Mariel Ortiz</i>	<i>Driver</i>



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

COMMENCED at 05:00 PM

Meeting Protocol

Guest Protocol:	• Bargaining Meetings Protocol
Speaking Order:	N/A
Time Keeper:	N/A

Scott Knoebel reviewed the Meeting Protocol.

Introduction of New Bargaining Team Members

- All members introduced themselves.

Reflection on Our Progress Together: Scott Knoebel

- Scott Knoebel stated that all information for our meetings will be available after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
 - [Bargaining Meetings Minutes](#)
 - [<https://www.osceolaschools.net/Page/7244>]

Air Conditioning in Schools During Summer: Courtney Bouillon, Carlos Martinez

- Teamsters brought contract language to the table for discussion. No action taken. Items will be brought back to next meeting.

Support for Bus Drivers with Student Discipline Referrals: Courtney Bouillon, Carlos Martinez

- Teamsters brought contract language to the table for discussion. No action taken. Items will be brought back to next meeting.

Custodial Shoe Allowance: Courtney Bouillon, Carlos Martinez

- Teamsters brought contract language to the table for discussion. Management is willing to provide shoe allowance for custodians. No action taken. Items will be brought back to next meeting.

Discussion of Summer Minimum Work Hours: Scott Knoebel, Arby Creach

- Item was not discussed. Will be brought back to next meeting.

8 Hour Work Guarantee: Courtney Bouillon, Carlos Martinez

- Teamsters brought contract language to the table for discussion. No action taken. Items will be brought back to next meeting.

Remove Perfect Attendance Expectations: Courtney Bouillon, Carlos Martinez

- Teamsters brought contract language to the table for discussion. No action taken. Items will be brought back to next meeting.



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

Permanent Alternate Driver Position: Courtney Bouillon, Carlos Martinez, Scott Knoebel, Arby Creach

- Teamsters brought discussion to the table. Notification was provided to Carlos Martinez on 4/17/23. PA positions will be eliminated effective the start of the 2023-2024 school year.

Review how extra work is distributed: Courtney Bouillon, Carlos Martinez, Scott Knoebel, Arby Creach

- Teamsters brought to the table for discussion. No action taken. Items will be brought back to next meeting.

Accountability Measures for Electronic Timekeeping: Scott Knoebel, Arby Creach

- Management brought to the table for discussion. No action taken. Further discussion will be brought back to next meeting.

Clarify Rounding of Hours for Total Work Time: Scott Knoebel, Arby Creach

- Management brought discussion to the table for discussion. No action taken. Examples will be brought back to next meeting.

Master Custodian Rates: Courtney Bouillon, Carlos Martinez

- Teamsters brought contract language to the table for discussion. No action taken. Items will be brought back to next meeting.

Salaries and Benefits: Scott Knoebel, Jose Gonzalez

- Management brought offer of \$0.30 per hour salary increase to the table for discussion. No action taken. Negotiations will continue at the next meeting.

Agenda Items for Next Meeting: Scott Knoebel

- Agenda items for the next meeting may be sent to Scott Knoebel via e-mail.
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

Next Meeting: **Wednesday, May 31, 2023, 5:00 PM**
Meeting Location
SDOC Transportation Department, International Room
401 Simpson Road
Kissimmee, Florida 34744

Pluses and Deltas

- N/A

ADJOURNED at 06:45 PM



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

Date: Wednesday, May 31, 2023, 5:00 PM
Location: SDOC Transportation Department, International Room
 401 Simpson Road
 Kissimmee, Florida 34744

TEAMSTERS LOCAL 385 MEMBERS ATTENDANCE				
	Name	Position	Worksite	<input type="checkbox"/>
1	Courtney Bouillon	Chief Negotiator/Attorney	Teamsters Local 385	<input checked="" type="checkbox"/>
2	Carlos Martinez	Business Agent	Teamsters Local 385	<input checked="" type="checkbox"/>
3	Nidia Grajales	Business Agent	Teamsters Local 385	<input checked="" type="checkbox"/>
4	Frank Ortiz	Union Steward	Drivers/Attendants	<input checked="" type="checkbox"/>
5	Albert Mendoza	Union Steward	Maintenance	<input type="checkbox"/>
6	Francisco Ortega	Union Steward	Mechanics	<input type="checkbox"/>
7	Ana Molina	Union Steward	Custodial	<input type="checkbox"/>
8	Connie Gatlin	Union Steward	Food and Beverage	<input type="checkbox"/>
9	Amy Casidy Maresco	Union Steward	Maintenance	<input checked="" type="checkbox"/>
10	Tom Koch	Union Steward	School Nutrition Services	<input checked="" type="checkbox"/>
11				<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Scott Knoebel	Assistant Superintendent, School Operations/ Chief Negotiator	School Operations	<input checked="" type="checkbox"/>
2	Arby Creach	Director of Transportation	Transportation	<input checked="" type="checkbox"/>
3	Lester Yeates	Director of SSEM	SSEM	<input type="checkbox"/>
4	Mark Cavinee	Director of Maintenance	Maintenance	<input checked="" type="checkbox"/>
5	Judith Gordon	Director of SNS	School Nutrition Services	<input checked="" type="checkbox"/>
6	Mike Clark	Director of Custodian & Ancillary Services	Custodial & Ancillary Services	<input checked="" type="checkbox"/>
7	Jose Gonzalez	Director of Budget	Business & Fiscal Services	<input checked="" type="checkbox"/>
8	Heather Day	Coordinator of HR Staffing, Personnel Services Systems and Operations	Human Resources and Employment Information	<input checked="" type="checkbox"/>
9	Lauren Haddox	Director of Risk and Benefits Management	Risk and Benefits Management	<input type="checkbox"/>
				<input type="checkbox"/>

Prepared by: Scott Knoebel, Assistant Superintendent, Department of School Operations

Revised: June 1, 2023



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

GUEST(S):

<i>Russell Gould</i>	<i>Coordinator of SSEM</i>
<i>Felipe Salazar</i>	<i>Driver</i>



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

COMMENCED at 05:00 PM

Meeting Protocol	
Guest Protocol:	<ul style="list-style-type: none">• Bargaining Meetings Protocol
Speaking Order:	N/A
Time Keeper:	N/A

Agendas and Meeting Protocol provided.

Introduction of New Bargaining Team Members

- Scott Knoebel welcomed everyone and distributed materials for the meeting.

Reflection on Our Progress Together: Scott Knoebel

- All information for our meetings will be available after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
 - [Bargaining Meetings Minutes](#)
 - [<https://www.osceolaschools.net/Page/7244>]

Article 11 Section 3: Extra Work Assignments - Courtney Bouillon, Carlos Martinez

- Teamsters requested more time to respond to this item.

Article 12 Section 1: Workday/Work Year - Scott Knoebel, Courtney Bouillon

- Teamsters would like to discuss language further and consider time keeping being on its own separate progressive discipline flow chart. No action taken. Response from Teamsters will be brought back to next meeting.

Article 12 Section 4: Bus Safety - Scott Knoebel, Courtney Bouillon

- Teamsters would like to work with Management on cleaning up this area of the contract without making actual changes to the language.

Article 20 Section 4: Job Class Specific/Compensation Issues - Scott Knoebel, Courtney Bouillon

- Teamsters will provide a response to the District's offer.

Article 22 Section 10: Equipment and Uniforms - Scott Knoebel, Courtney Bouillon

- Teamsters would like to continue the discussion of providing pants. No action taken. Response from Teamsters will be brought back to next meeting.

Article 23 Section 1: Safety and Health Program - Scott Knoebel, Courtney Bouillon

- Teamsters would like to have further discussion on adjusting contract language specifically relating to building temperature. No action taken. Response from Teamsters will be brought back to next meeting.

Prepared by: Scott Knoebel, Assistant Superintendent, Department of School Operations

Revised: June 1, 2023

Page 3 of 4



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

Article 24 Section 5: Perfect Attendance Incentive - Scott Knoebel, Courtney Bouillon

- Teamsters will respond to District's proposed contract language.

Accountability Measures for Electronic Timekeeping: Scott Knoebel, Arby Creach

- Randy Wheeler provided review of procedures. Language was proposed to be added to Article 19 Section 3 (A). No action at this time.

Clarify Rounding of Hours for Total Work Time: Scott Knoebel, Arby Creach

- Randy Wheeler provided examples of how Kronos would round time based on daily and weekly rounding. Language was proposed to be added to Article 19 Section 3 (B)12.

Summer Minimum Work Hours: Scott Knoebel, Arby Creach

- Management brought discussion of summer minimum work hours remaining at 6 hours for this year for scheduled work opportunities. Minimum work hours are subject to change each year based on funding and needs of the district.

Salaries and Benefits: Scott Knoebel, Arby Creach

- Management brought an offer for a recurring salary increase of \$0.40 per hour or two and one half percent (2.5%) of the employee's annual base salary, whichever is greater. Teamsters will bring back a response to the District's proposed offer.

Agenda Items for Next Meeting: Scott Knoebel

- Agenda items for the next meeting may be sent to Scott Knoebel via e-mail.
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

Next Meeting: Monday, June 12, 2023, 4:00 PM
Meeting Location
SDOC Transportation Department, International Room
401 Simpson Road
Kissimmee, Florida 34744

Pluses and Deltas

- N/A

ADJOURNED at 06:00 PM



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

Date: Wednesday, June 21, 2023, 4:00 PM
Location: SDOC Transportation Department, International Room
 401 Simpson Road
 Kissimmee, Florida 34744

TEAMSTERS LOCAL 385 MEMBERS ATTENDANCE				
	Name	Position	Worksite	<input type="checkbox"/>
1	Courtney Bouillon	Chief Negotiator/Attorney	Teamsters Local 385	<input checked="" type="checkbox"/>
2	Carlos Martinez	Business Agent	Teamsters Local 385	<input checked="" type="checkbox"/>
3	Nidia Grajales	Business Agent	Teamsters Local 385	<input checked="" type="checkbox"/>
4	Frank Ortiz	Union Steward	Drivers/Attendants	<input checked="" type="checkbox"/>
5	Albert Mendoza	Union Steward	Maintenance	<input type="checkbox"/>
6	Francisco Ortega	Union Steward	Mechanics	<input type="checkbox"/>
7	Ana Molina	Union Steward	Custodial	<input type="checkbox"/>
8	Connie Gatlin	Union Steward	Food and Beverage	<input type="checkbox"/>
9	Amy Casidy Maresco	Union Steward	Maintenance	<input checked="" type="checkbox"/>
10	Tom Koch	Union Steward	School Nutrition Services	<input checked="" type="checkbox"/>
11	Deborah Sellers	Union Steward		<input checked="" type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Scott Knoebel	Assistant Superintendent, School Operations/ Chief Negotiator	School Operations	<input checked="" type="checkbox"/>
2	Arby Creach	Director of Transportation	Transportation	<input checked="" type="checkbox"/>
3	Lester Yeates	Director of SSEM	SSEM	<input checked="" type="checkbox"/>
4	Mark Cavinee	Director of Maintenance	Maintenance	<input checked="" type="checkbox"/>
5	Judith Gordon	Director of SNS	School Nutrition Services	<input checked="" type="checkbox"/>
6	Mike Clark	Director of Custodian & Ancillary Services	Custodial & Ancillary Services	<input checked="" type="checkbox"/>
7	Jose Gonzalez	Director of Budget	Business & Fiscal Services	<input checked="" type="checkbox"/>
8	Heather Day	Coordinator of HR Staffing, Personnel Services Systems and Operations	Human Resources and Employment Information	<input type="checkbox"/>
9	Lauren Haddox	Director of Risk and Benefits Management	Risk and Benefits Management	<input checked="" type="checkbox"/>
				<input type="checkbox"/>

Prepared by: Scott Knoebel, Assistant Superintendent, Department of School Operations

Revised: June 22, 2023



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

GUEST(S):

<i>Russell Gould</i>	<i>Coordinator of SSEM</i>
<i>Felipe Salazar</i>	<i>Driver</i>
<i>Igor Otano</i>	<i>HVAC Tech</i>
<i>Eddie Valentin</i>	<i>Bus driver</i>
<i>Enith Ocasio</i>	<i>Bus attendant</i>
<i>Mayra Rosa Fuentes</i>	<i>Bus driver</i>
<i>Julio Jackson</i>	<i>Bus driver</i>
<i>Doris Alarcon</i>	<i>Bus driver</i>
<i>Anita Negron</i>	<i>Bus attendant</i>
<i>Cecilia Burdick</i>	<i>Bus driver</i>
<i>Paul Burdick</i>	<i>Bus driver</i>
<i>Mariel Ortiz</i>	<i>Bus driver</i>
<i>Dolores</i>	<i>Bus driver</i>
<i>Virna Isaza</i>	<i>Bus attendant</i>
<i>Doug Kendel</i>	<i>Bus driver</i>
<i>Paul Degarra</i>	<i>Bus driver</i>
<i>Luis P.</i>	<i>Bus driver (Horizon)</i>
<i>Jose Hernandez</i>	<i>Bus driver</i>
<i>Teresa Rios</i>	<i>Bus driver</i>
<i>Janet Hundley</i>	<i>Bus driver</i>
<i>Glendon Walker</i>	<i>Bus driver</i>
<i>Janeritza Fuentes</i>	<i>Custodian</i>
<i>Ada Molina</i>	<i>Custodian</i>



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

COMMENCED at 04:00 PM

Meeting Protocol	
Guest Protocol:	<ul style="list-style-type: none">• Bargaining Meetings Protocol
Speaking Order:	N/A
Time Keeper:	N/A

Agendas and Meeting Protocol provided.

Introduction of New Bargaining Team Members

- Scott Knoebel welcomed everyone and distributed materials for the meeting.

Reflection on Our Progress Together: Scott Knoebel

- All information for our meetings will be available after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
 - [Bargaining Meetings Minutes](#)
 - [<https://www.osceolaschools.net/Page/7244>]

Article 11 Section 3: Extra Work Assignments - Courtney Bouillon, Carlos Martinez

- Teamsters requested more time to respond to this item.

Article 12 Section 1: Workday/Work Year - Scott Knoebel, Courtney Bouillon

- Teamsters would like to discuss language further. No action taken. Response from Teamsters will be brought back to next meeting.

Article 19 Section 4: Bus Safety/Article 23 Section 1 – Safety & Health – S. Knoebel, C. Bouillon

- Teamsters would like to discuss language further. No action taken. Response from Teamsters will be brought back to next meeting.

Article 19 Section 1 : Route Assignment (H, I, and J) - Courtney Bouillon, Carlos Martinez

- Teamsters requested more time to respond to this item.

Article 20 Section 4: Job Class Specific and Compensation Issues – S. Knoebel, C. Bouillon

- Teamsters and Management signed tentative agreement on master custodian hourly rate of pay.

Article 22: Equipment and Uniforms (Section10) - Scott Knoebel, Courtney Bouillon

- Teamsters and Management signed tentative agreement on a custodial shoe allowance. Teamsters would like to have representatives to review uniform choices, fabrics, and materials and provide input prior to new uniform contract being renewed.



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

Article 24 Section 5: Perfect Attendance Incentive - Scott Knoebel, Courtney Bouillon

- Teamsters will respond to District's proposed contract language. Management did discuss the possibility of this incentive being removed to fund salary increases in the future.

Bereavement Leave: Courtney Bouillon, Carlos Martinez

- Teamsters and Management signed tentative agreement on pallbearer/bereavement leave to mirror ESP bargaining unit language.

Permanent Alternate (PA) Bus Driver Position: Scott Knoebel, Arby Creach, Courtney Bouillon

- Management explained that this is a position that is no longer needed and will be removed for the 23-24 school year.

Summer Minimum Work Hours: Scott Knoebel, Arby Creach

- Management brought discussion of summer minimum work hours remaining at 6 hours for the 22-23 year for scheduled work opportunities. Minimum work hours are subject to change each year based on funding and needs of the district.

Salaries and Benefits: Scott Knoebel, Arby Creach

- Management brought an offer for a recurring salary increase of \$0.50 per hour or three percent (3.0%) of the employee's annual base salary, whichever is greater. This met and exceeded Teamsters request for a 3% increase ensuring all staff receive the highest rate of increase. Teamsters need additional time to consider and will bring back a response to the District's counter/proposed offer.

Agenda Items for Next Meeting: Scott Knoebel

- Agenda items for the next meeting may be sent to Scott Knoebel via e-mail.
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

Next Meeting: Wednesday, July 12, 2023, 4:00 PM
Meeting Location
SDOC Transportation Department, International Room
401 Simpson Road
Kissimmee, Florida 34744

Pluses and Deltas

- Both parties agreed that there is good communication and collaboration at the bargaining table.

ADJOURNED at 05:30 PM



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

Date: Wednesday, July 12, 2023, 4:00 PM
Location: SDOC Transportation Department, International Room
 401 Simpson Road
 Kissimmee, Florida 34744

TEAMSTERS LOCAL 385 MEMBERS ATTENDANCE				
	Name	Position	Worksite	<input type="checkbox"/>
1	Courtney Bouillon	Chief Negotiator/Attorney	Teamsters Local 385	<input checked="" type="checkbox"/>
2	Carlos Martinez	Business Agent	Teamsters Local 385	<input checked="" type="checkbox"/>
3	Nidia Grajales	Business Agent	Teamsters Local 385	<input checked="" type="checkbox"/>
4	Frank Ortiz	Union Steward	Drivers/Attendants	<input type="checkbox"/>
5	Albert Mendoza	Union Steward	Maintenance	<input checked="" type="checkbox"/>
6	Francisco Ortega	Union Steward	Mechanics	<input type="checkbox"/>
7	Ana Molina	Union Steward	Custodial	<input type="checkbox"/>
8	Connie Gatlin	Union Steward	Food and Beverage	<input checked="" type="checkbox"/>
9	Amy Casidy Maresco	Union Steward	Maintenance	<input checked="" type="checkbox"/>
10	Tom Koch	Union Steward	School Nutrition Services	<input type="checkbox"/>
11	Deborah Sellers	Union Steward		<input type="checkbox"/>
MEMBERS ON BEHALF OF THE OSCEOLA COUNTY SCHOOL BOARD (OCSB) ATTENDANCE				
1	Scott Knoebel	Assistant Superintendent, School Operations/ Chief Negotiator	School Operations	<input checked="" type="checkbox"/>
2	Arby Creach	Director of Transportation	Transportation	<input checked="" type="checkbox"/>
3	Lester Yeates	Director of SSEM	SSEM	<input checked="" type="checkbox"/>
4	Mark Cavinee	Director of Maintenance	Maintenance	<input type="checkbox"/>
5	Judith Gordon	Director of SNS	School Nutrition Services	<input checked="" type="checkbox"/>
6	Mike Clark	Director of Custodian & Ancillary Services	Custodial & Ancillary Services	<input checked="" type="checkbox"/>
7	Jose Gonzalez	Director of Budget	Business & Fiscal Services	<input checked="" type="checkbox"/>
8	Heather Day	Coordinator of HR Staffing, Personnel Services Systems and Operations	Human Resources and Employment Information	<input checked="" type="checkbox"/>
9	Lauren Haddox	Director of Risk and Benefits Management	Risk and Benefits Management	<input type="checkbox"/>
				<input type="checkbox"/>

Prepared by: Scott Knoebel, Assistant Superintendent, Department of School Operations

Revised: July 13, 2023



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

COMMENCED at 04:02 PM

Meeting Protocol	
Guest Protocol:	<ul style="list-style-type: none">• Bargaining Meetings Protocol
Speaking Order:	N/A
Time Keeper:	N/A

Agendas and Meeting Protocol provided.

Introduction of New Bargaining Team Members

- Scott Knoebel welcomed everyone and distributed materials for the meeting.

Reflection on Our Progress Together: Scott Knoebel

- All information for our meetings will be available after each collective bargaining meeting on the appropriate webpage of the [School District's public website](#).
 - [Bargaining Meetings Minutes](#)
 - [<https://www.osceolaschools.net/Page/7244>]

Article 11 Section 3: Extra Work Assignments - Courtney Bouillon, Carlos Martinez

- Both parties agreed to table this item and focus on the current salaries and benefits package. This item may be bargained for the 24-25 contract should Teamsters choose to bring it forward again.

Article 12 Section 1: Workday/Work Year - Courtney Bouillon, Carlos Martinez

- Both parties agreed to table this item and focus on the current salaries and benefits package. This item may be bargained for the 24-25 contract should Teamsters choose to bring it forward again.

Article 19 Section 1: Route Assignment (H, I, and J) - Courtney Bouillon, Carlos Martinez

- Both parties agreed to table this item and focus on the current salaries and benefits package. This item may be bargained for the 24-25 contract should Teamsters choose to bring it forward again.

Article 19 Section 4: Bus Safety/Article 23 Section 1 - Safety & Health – C. Bouillon, C. Martinez

- Both parties agreed to table this item and focus on the current salaries and benefits package. This item may be bargained for the 24-25 contract should Teamsters choose to bring it forward again.

Article 24 Section 5: Perfect Attendance Incentive - Scott Knoebel, Courtney Bouillon

- Both parties agreed to table this item and focus on the current salaries and benefits package. This item may be bargained for the 24-25 contract should Teamsters choose to bring it forward again.

Salaries and Benefits: Scott Knoebel, Jose Gonzalez, Courtney Bouillon

- Management brought an offer for each Teamsters bargaining unit employee to receive a COLA of five percent (5.0%) of the employee's base hourly rate. Teamsters agreed on this offer and signed a tentative agreement.

Prepared by: Scott Knoebel, Assistant Superintendent, Department of School Operations

Revised: July 13, 2023

Page 3 of 4



Bargaining Leadership Team (BLT) Meeting Minutes, Teamsters Local 385 Employees

New Items

- Teamsters asked for management to review how vacation days are accrued based on the current calculation for 12 month employees and consider increasing the days accrued for these employees.

Agenda Items for Next Meeting: Scott Knoebel

- Agenda items for the next meeting may be sent to Scott Knoebel via e-mail.
- In accordance with *Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes*, and *Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes*, meeting minutes are posted on the [Bargaining Meetings Minutes webpage](#) of the [School District's public website](#).

Next Meeting: TBA
Meeting Location
SDOC Transportation Department, International Room
401 Simpson Road
Kissimmee, Florida 34744

Pluses and Deltas

- Both parties thanked each other for the collaboration and work together to achieve the salaries and benefits package agreed upon today.

ADJOURNED at 05:15 PM

Florida Statutes and Attorney General Opinions about Public Meeting Minutes
[Sources: Government in the Sunshine Manual and Online Sunshine]

- **Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes**, states:
 - (1) *All meetings of any board or commission of any state agency or authority or of any agency or authority of any county, municipal corporation, or political subdivision, except as otherwise provided in the Constitution, including meetings with or attended by any person elected to such board or commission, but who has not yet taken office, at which official acts are to be taken are declared to be public meetings open to the public at all times, and no resolution, rule, or formal action shall be considered binding except as taken or made at such meeting. The board or commission must provide reasonable notice of all such meetings.*
 - (2) *The minutes of a meeting of any such board or commission of any such state agency or authority shall be promptly recorded, and such records shall be open to public inspection. The circuit courts of this state shall have jurisdiction to issue injunctions to enforce the purposes of this section upon application by any citizen of this state.*
 - **Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes**, requires that minutes of a meeting of a public board or commission be promptly recorded and open to public inspection. Workshop meetings are not exempted from this requirement. Attorney General Opinions (AGOs) 08-65 and 74-62.
 - Because the term “promptly” is not defined in the statute, it “should be construed in its plain and ordinary sense.” *Inf. Op. to Board of Trustees, January 27, 2009.*
 - The minutes are public records when the person responsible for preparing the minutes has performed his or her duty even though they have not yet been sent to the board members or officially approved by the board. AGO 91-26.
 - **Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes**, does not specify who is responsible for taking the minutes of public meetings. This appears to be a procedural matter which the individual boards or commissions must resolve. *Inf. Op. to Baldwin, December 5, 1990.*
 - The term “minutes” as used in **Section 286.011 – Public meetings and records; public inspection; criminal and civil penalties, Florida Statutes**, contemplates a brief summary or series of brief notes or memoranda reflecting the events of the meeting; accordingly, a verbatim transcript is not required. AGO 82-47.
-
- **Section 447.605 – Public meetings and records law; exemptions and compliance, Florida Statutes**, states:
 - (1) *All discussions between the chief executive officer of the public employer, or his or her representative, and the legislative body or the public employer relative to collective bargaining shall be closed and exempt from the provisions of s. 286.011.*
 - (2) *The collective bargaining negotiations between a chief executive officer, or his or her representative, and a bargaining agent shall be in compliance with the provisions of s. 286.011.*
 - (3) *All work products developed by the public employer in preparation for negotiations, and during negotiations, shall be confidential and exempt from the provisions of s. 119.07(1).*