

**SLMC Meeting - Minutes**  
**HR Creekside Conference Room**  
**March 31, 2016, 9:00 a.m. – 10:30 a.m.**

**Attendees:**

	Karen Catalano	X	Michael Juric
X	Mary Downey	X	Stacey Post-Sheffer
X	Yolanda Galvez		Maria Peluso
X	Steve Herrington	X	Debbie Shepherd
X	Mandy Hoffman		

**Guests:**

<b>Item/Owner</b>	<b>Time</b>	<b>Abbreviated Minutes</b>	<b>Next Steps</b>
Welcome & Introductions – MJ	5 min	Once around the table	N/A
Health Care Task Force / Employee Current Health Care Experience – MJ	10 min	Final recommendation is completed, looking to fund an educational / informational program via program participation. Concerns raised on whether it would increase costs to our pool of members.	MJ will get a copy to SH, SEIU and CTA.
Update Program Transfer – Mandy	10 min	Numbers to HR today regarding actual numbers. Will have list of folks to be receiving layoff notices by the end of the month. Seniority lists have gone out to principals for information.	Mandy will bring actual numbers back to our next meeting as the analysis will be complete at that time.
Update on Approach for TAs Acquiring Subs – Mandy	10 min	No issues at this time as a meeting is scheduled. Yolanda will check with staff.	Yolanda will let Mandy / Debbie know if anyone is still experiencing difficulty.
Back to School for TAs - Mandy	5 min	Voluntary for TAs to attend. Discussion of possible vendors, e.g. bike vendor, wellness activities. Suggestion to advertise morning “welcome” activities and that afternoon is optional. Recommendation to recognize newly relocated staff.	Please get MJ notice of any vendors that employees would particularly like to have present (field trip experiences, wellness tables, etc.)
Communicating Board Policy Changes – Debbie S.	5 min	Process – Board Policies are reviewed four to five times a year. They come from GAMUT, the vendor we (and most) use to provide suggested changes. Once they are reviewed by the appropriate department, the Leadership Team reviews and any changes are sent to CSBA.	Suggestion to put a policy announcement into our portfolio.

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Personnel Commission/Merit Rules – pros and cons of abolishing – Debbie S.	5 min	Personnel Commissions were established before collective bargaining in the 1930s to protect workers. Our PC serves as the third party arbitrator in practices. Discussion on the ways the PC protects employees.	
Management Position Certificated, Classified, or Both – Debbie S.	5 min	Discussion on the ability for individuals to participate in either.	
Differential Pay Clarification – MJ	5 min	5% differential is to be given when an individual is doing parts of another person's position, temporary promotion is given when an individual is taking the full functions of the position (this may be any parts of the job at any time). We do monitor the number of hours that are needed to accomplish the task. The additional pay is by actual hours needed.	MJ will meet with manager and employee when differential recommendation comes forward.

<b>Future Meetings*</b>	<b>Future Items for Discussion</b>
April 28, 2016	Extended School Year Update, Classified Layoffs
May 26, 2016	
June 30, 2016	

\* All meetings will be held at 9:00 – 10:30 a.m. in the Human Resources Conference Room unless otherwise noted.