Representation

- 348 exempt employees
- 194 ACES members (55% of total)
Meet & Confer Process

- Began in October, 2012
- Final forum in November, 2012
  - 30 issues researched and considered
  - 14 issues prioritized
- First meeting with administration in January, 2013
- Final Meeting is scheduled for May 9th
  - One proposal is not yet signed - Salaries
Agreements – Administration Issues

- Clarified responsibility to maintain licensing
- Clarified purpose of paid educational leave
- Defined employee duty to report professional development funding when seeking financial aid
- Modified Temporary assignment of duties and work in higher classification extensively
- Cleaned up various instances of ambiguous or superfluous language
Agreements – Employee Issues

- Fixed the “7.5%” issue for employee/supervisor initiated reclassification of positions
- Clarified two issues regarding Step Progression Plans
- Adjusted Leaves and Holidays for the coming year
- Moved toward better reporting from HR to ACES
- Allowed more types of family member to qualify employees to use sick leave
- Increased adjunct load for exempt staff to six hours
Agreements – Employee Issues

• Requested creation of two task forces:

  • To look at revision of Exempt Step Progression Process and employee evaluation process

  • To look at common policy language related to appropriate standards of dress in the workplace
Salary adjustment

• What we would like:

  • 3% Salary Pool increase to match other employee groups
  
  • Authority as in the past to apply that increase through Meet and Confer process
  
  • Board to reconsider the precedent they set by giving different salary pool increases to employees
Questions?