

ACPSOP FOCUS

ACPSOP Focus
December, 2009

THE PRESIDENT'S MESSAGE



Dear Colleagues,

There is no time more appropriate than the Holiday season to say thank you for the support that you have shown the ACPSOP leadership over the past years. On behalf of myself and the other ACPSOP Officers, I would like to extend our sincerest best wishes for a happy and joyous holiday season.

On November 19, 2009 the ACPSOP membership voted to approve the ACPSOP bargaining priorities for the upcoming negotiations. Bargaining priorities include, but are not limited to, negotiating a cost of living raise, maintaining current health benefits and negotiating additional steps to the current salary schedule. (The complete list of the approved bargaining priorities are listed on the back of this newsletter).

These priorities were determined by members who filled out the bargaining survey. Many of the surveys included comments outlining concerns and questions of the responding members. These comments are

appreciated and will help us during the negotiation process; however, some of the comments raised concerns and I would like to address a few of the remarks.

- Many members addressed concern regarding the job assignments of the clerical staff at the elementary level. There appears to be many instances of "cross over" classification assignments. The identification of senior vs. support specialist work assignments has become difficult to identify. The job duties vary from building to building, creating disparities within these two classifications in our elementary schools. Senior Support (Elementary) secretaries and Support Specialists should easily be able to transfer from one elementary school to another; however, because the assignment of work is not consistent within classification, individuals are being denied transfers because the assignments are so varied.

The ACPSOP bargaining team will address this as one of the top priorities during negotiations.

- There are still instances where office employees are being asked to monitor halls, babysit unruly children and cover classrooms. There is language in our current contract that addresses these situations. Please contact me at 475-6048 if you are asked to monitor halls, babysit or cover

classrooms.

- Members expressed concern regarding why high school Senior Accounting Technicians are not given the \$20 bi-weekly stipend that the elementary school cashiers receive. The \$20 stipend for elementary school cashiers is a contractual agreement. At the time of the agreement, most cashiers were support specialists and it was determined that the performance of this duty by the support specialists warranted this stipend. The high school treasurers are paid at a higher level.

The appointed members of the ACPSOP bargaining team are committed to represent your interests in a comprehensive and equitable manner. I will make every effort to keep you informed on our progress as we begin and throughout these negotiating sessions.

If you have questions regarding the upcoming negotiations or any other concerns, please feel free to call or email me @475-6048/Bhodson@cft-aft.org

In solidarity,

Betty Hodson

ACPSOP 2009 Bargaining Priorities

Economic/Financial Issues

- Cost of Living Raise.
- Maintain current Health Benefits
- Two steps should be added to all ACPSOP classifications on the salary schedule.
- Increase vacation days.
- Increase \$35 stipend for employees required to work on calamity days.
- Offer ACPSOP attendance incentives.
- Increase tuition reimbursement.
- Negotiate a bi-weekly increment In lieu of vacation for employees who work less than 52-weeks per year.
- Increase amount of current stipends for cashier/records clerk in elementary schools.
- Create "Power School" coordinator stipend.
- Full holiday for Christmas Eve regardless of when it falls during the week.
- Create an ACPSOP Schedule E (similar to CFT's) to replace the current stipends presently given to employees.

ACPSOP Non-Economic Bargaining Priorities

- Establish a formula for staffing clerical positions in high schools/elementary schools
- Negotiate language to supersede Civil Service Rule regarding job study recommendations and eligibility requirements.
- Identify job assignments (through job studies) in elementary schools to insure that ACPSOP employees are working within their classification.
- Offer ACPSOP represented employees who work less than 52-weeks the option of spreading their salary over 52-weeks.
- Create job share opportunities for ACPSOP represented employees.



Grievance Update

The grievance filed in September for the District's failure to pay ACPSOP represented employees for "make-up calamity" day(s) has been settled. The following office personnel who worked the "make-up" day will be paid for the time worked.

- Elementary School Secretaries for working on July 13, 2009
- Elementary School Support Specialists for working on June 5, 2009
- High School Support Specialists for working on June 12, 2009

I have been assured that the checks are being processed and should be received within the next few weeks.

