

**FEN Board of Directors**  
**December 2, 2015**  
**Tampa, FL**

In attendance:

Bill Graham, Executive Director  
Kelly Krostag, President  
Brent Brummet  
David Clark  
Kevin Shibley  
Betsy Kuhn

The meeting was called to order at 12:02 pm by President Kelly Krostag. There was motion to approve minutes from the October 29, 2015, Board meeting by Kevin Shibley. Kelly Krostag seconded the motion and the minutes were approved by all.

Bill Graham gave the financial report. He shared the October Statement of Account from First Commerce Credit Union. The account balance is \$83,642. We are in good shape financially. Sixty districts paid dues this year.

We also discussed the 2016 annual conference, booked for May 16-19 at the same hotel in Kissimmee where we have been for the past two years. Bill Graham contacted Gallup to see if Tom Matson could be our keynote speaker. The price quoted was \$10,000, which is too high. Kelly Krostag suggested a contact from the Studer Education Group and will follow up on this possibility.

We discussed conference topics of preparing for executive session and automatic steps. We also discussed union proposals to create "tenure" or security for annual contract teachers. Kelly Krostag suggested a comparison of hot topics for unions and for districts. One of the topics is teacher transfer and how to make changes with staffing schools.

The group agreed that a discussion about public records and open meetings would be helpful. David Clark also suggested that Marian Lambeth present and the group agreed since there is overlap with negotiations and professional standards responsibilities.

We discussed the following topics;

One ULP and one grievance arbitration

Tom Young for how to communicate with employees without committing a ULP

Basic bargaining I and II

Sunshine, open meetings, and public records tailored towards negotiations

Equity

Termination – 7 Deadly Sins

Annual contract renewals and hold harmless

School board perspective regarding negotiations

FRS update

Education and labor law updates

No for FEFP

Tom Young for another topic

Bill Graham will send the group a concurrent session tentative schedule.

Finally, we discussed the slogan for the 2016 conference. We discussed campaign 2016 and Star Wars as possibilities.

The meeting adjourned at 1:15 pm.