

The Florida Educational Negotiators



Board of Directors Meeting Minutes

Meeting Date: *Thursday January 31, 2019*

Meeting Location: *Rosen Plaza Orlando*

Meeting Participants

Bill Graham	Executive Director	Florida Educational Negotiators	<input checked="" type="checkbox"/>
John Boyd	President	Osceola County	<input checked="" type="checkbox"/>
Cathy Weber	President-Elect	St. Johns County	<input checked="" type="checkbox"/>
Betsy Kuhn	Past President	Pasco County	<input checked="" type="checkbox"/>
Kathy Scalise	Secretary	Pasco County	<input checked="" type="checkbox"/>
Kelly Krostag	Area I Director	Escambia County	<input type="checkbox"/>
Karen Peddie	Area II Director	Franklin County	<input checked="" type="checkbox"/>
	Area III Director	County	<input type="checkbox"/>
Heather Martin	Area IV Director	Hernando County	<input checked="" type="checkbox"/>
Mark West	Area V Director	Hillsborough County	<input checked="" type="checkbox"/>
Dawn Baglos	Area VI Director	Miami-Dade County	<input checked="" type="checkbox"/>

I. Call to Order

- John Boyd President, called the meeting to order at 6:12 PM
- A quorum of members was for the meeting.

II. Approval of Minutes of December 17, 2018 Board Meeting

- Mark West, motioned to approve the minutes.
- Betsy Kuhn, seconded the motion.
- The members present voted unanimously to approve the motion

III. Approval of replacement for Debby Decubellis as Board Member for Area III

- Will want to have a name on the ballot for District III for the May conference

IV. Financial Reports

A. December 2018 First Commerce Credit Union Statement

We have \$.70 remaining in interest income after the donation of \$1,000 to hurricane relief fund which was appreciated very much. FEN monies are being reinvested

B. End of 2nd Quarter of FY 2018-2019

59 Districts have paid their dues, Holmes County was most recent. \$100,000 is current balance.

C. Pro Forma Budget for 39th Annual FEN Conference

Budget is usually \$25,000 but we generally beat that. There is a master account for rooms for speakers and one night for the president. Board members still agree that we will not pay for a keynote speaker so we can pay for some expenses for speakers that are doing multiple sessions.

V. Discussion of 39th Annual FEN Program Content

- Topics for the Conference were reviewed
- Marathon Health has reached out to Cathy W., she will see if she can get a sponsorship for the conference and then allow them to get in front of the our group in September in St. Augustine in exchange
- Tom Young will be returning to the May conference
- If you think of ideas for gifts, we try to keep it under \$20.00 per person. Let Bill know
- Also have the cost of plaques for the out-going president
- Biggest expense is food Embassy Suites has a free breakfast buffet and a free happy hour
- Overall, we spend in the low \$30,000's
- More updates will come as we near the event
- Can each District get 150 items for the bag – not paying but vendor items
- Name for the conference – please give ideas as they come
- Names of those who will speak at the conference were shared as were ideas about topics such as developing a safety program, which Betsy Kuhn will address in a session at the conference with our Director of Safety and the Lieutenant and possibly have Hillsborough and Hernando Counties join for a panel discussion.
- Bill spoke with PERC and they will send a speaker to talk about creation of a certified unit or adding a new unit. Many members may not know the details of the process for unit creation.
- Cathy W. mentioned that the use of an Emcee worked very well in the conference she had attended. Questions ahead help – Bill then suggested that this could be a general session on Thursday rather than as a break out session.
- There will not be as comprehensive legislative manual as we have had in the previously as the conference will be a week earlier. Ruth's manual will be on the FEN website after it is completed. The money pieces will be available and can be included at the conference. Ruth will attend this year.
- In December we talked about doing something hurricane related, FEMA for possible topics. Possibly have a combined effort with Hillsborough and Pasco for this topic. Do you have

hurricane make up days in the CBA? Are make-up days included? This could be a breakout session.

- Tom Young will be talking about grievances and the starting point. It is not when someone complains about something. Is there specificity in the CBA to weed out the general complaints?
- Are there related topics such as planning time that maybe we can find, talk about and share what is working and some language examples. A hot topics session and language example, keep a hot topic list. It might be good for a general session.

VI. General Membership Agenda for Friday, February 1, 2019

The agenda was reviewed for the meeting.

VII. Director's Comments

VIII. Adjournment

- John Boyd adjourned the meeting at 7:30 PM