

**FLORIDA EDUCATIONAL NEGOTIATORS  
BOARD OF DIRECTORS  
THURSDAY, FEBRUARY 21, 2013 MEETING MINUTES**

Tallahassee Hampton Inn & Suites  
I-10 Thomasville Road  
3388 Lonnbladh Road  
Tallahassee, Florida

**Attendees:**

José Farinas - FEN President (Polk)	Gwen Graham – Area II (Leon)
Krista Russell – Past President (Orange)	David Davis – Area III (Baker)
Pat Martin - President Elect (Bay)	Kevin Shibley – Area IV (Pasco)
Kim Sabol - Secretary (Martin)	Buddy Raburn – Area V (Hillsborough)
Kelly Krostag – Area I (Escambia)	Van Ludy – Area VI (Palm Beach)
	Bill Graham – Executive Director, FSLRS

**AGENDA**

- I. Call to Order
  - II. Approval of Minutes – January 31, 2013 Meeting
  - III. Proposed Amendment to By-Laws to create membership category for retired F.E.N. members
  - IV. F.E.N. 33<sup>rd</sup> Annual Conference, May 14-17, Tampa, Florida
    - A. Program/Speakers/Presenters
    - B. Gift Items & Related Materials
    - C. Other
  - V. General Membership Meeting for February 22, 2013
  - VI. Director’s Comments
    - A. F.E.N. Ballot for 2013 Annual Business Meeting
    - B. September Board and general Membership Meeting Location
  - VII. Adjournment
- President Farinas called the meeting to order at 6:07 p.m.
    - President José Farinas welcomed David Davis from Baker County as our newest Board member, replacing Walter Carr and representing Area III
  - Minutes of the January 31, 2013 Board Meeting were reviewed and unanimously approved (Motion by Ludy, Second by Raburn)
  - Proposed Amendment to By-Laws to create a membership category for retired F.E.N. members
    - Individuals holding retiree membership will not have the right to vote
    - Individuals holding retiree membership will not have the right to hold office
    - Amendment to the By-Laws will be voted on and formally adopted at May Board meeting
    - Proposed membership fee of \$25 (Motion by Russell, Second by Krostag)
  - F.E.N. 33<sup>rd</sup> Annual Conference

- Ron Stone is confirmed as the luncheon Speaker
- Roundtable sessions have been deleted from the Agenda
- Titles will be added for the General Sessions
- Board members were selected to introduce General and Concurrent Session Speakers as follows:

- Wednesday, May 15, 2013

- General Session 2 (Morning and Afternoon Sessions)– José Farinas will introduce Kathy Hebda

- Thursday, May 16, 2013 (Morning)

- General Session 4 – Bill Graham will introduce Ash Williams
  - Concurrent Session 1
    1. Basic Bargaining, Martin Miller – Kelly Krostag
    2. Independent Benefits Council –Bob Cerra – Van Ludy
    3. Salary Schedule Construction – F.E.N. Member Panel – José Farinas
    4. Ethics & Conflict of Interest – Rob Sniffen, Sniffen & Spellman, P.A. – K. Sabol

Thursday, May 16, 2013 (Afternoon)

- Concurrent Session 2
    1. Basic Bargaining (Part II), Martin Miller – Kelly Krostag
    2. Unfair Labor Practice(s) & Arbitration – Mike Mattimore – Van Ludy
    3. Affordable Care Act – Bart Gunter – José Farinas
    4. Recent Court Rulings, Rob Sniffen, Sniffen & Spellman, P.A. – K. Sabol

- Concurrent Session 3
    1. Bargaining with Non-Instructional Units – Patricia Walker & Stephanie Heron, Orange County Public Schools – Krista Russell
    2. Mediation – Gilbert Escudero – Buddy Raburn
    3. Salary Schedule Construction – F.E.N. Member Panel – Kevin Shibley
    4. Negotiating Financial Emergency – Leonard Dietzen, III – Pat Martin

- Concurrent Session 4
    1. Collective Bargaining Agreements & School Board Policies – Tom Young – Krista Russell
    2. Impasse & P.E.R.C. – Mike Mattimore – Buddy Raburn
    3. Affordable Care Act – Bart Gunter – Kevin Shibley
    4. What Negotiators Need to Know About Common Core Curriculum – TBD – Pat Martin

- Friday, May 17, 2013

- General Session 5 – Pat Martin

- Salary Panel

- Speakers:
    - Suzanne Vendena, Orange County
    - Brennan Asplen, St. Johns County
    - Michael Degutis, St. Johns County

- Lunch selection: The *Sophisticated Six* was selected from the Wyndham Catering Menu as the luncheon to be provided to conference attendees on Thursday, May 16, 2013
- Gift Items
  - E-mail poll will be sent out to Board members
  - Working with PRIDE for a list of choices; business card holders is one idea
- General Membership Meeting for February 22, 2013
  - Ruth Melton will be replacing Wayne Blanton on the Agenda to discuss the 2013 Florida Legislative Session
  - José Farinas recruited Mike Mattimore of Allen, Norton & Blue, P.A. to speak re: the F.R.S. 3% Withholding Decision and Related Issues
  - Ron Poppell will speak re: FRS
  - Board members will encourage attendees at tomorrow's general membership meeting to attend the Annual Conference in May
- Director's Comments
  - F.E.N. Ballot for 2013 Annual Business Meeting was shared
  - St. Augustine was discussed as a possible meeting location for the September Board and General Membership meetings
  - Steve Fisher of FEA invited Bill Graham and Pat Martin to attend the FEA Grandfathered Salary Schedule Summit, March 27-28, 2013, at the Orlando Airport Marriott
  - Members were given a sneak peek at the new and improved F.E.N. website
- Adjournment at 7: 36 p.m.