

# The Florida Educational Negotiators



## Board of Directors Meeting Minutes

**Meeting Date:** *Thursday, October 26, 2017*

**Meeting Location:** *Grand Hyatt Tampa Bay  
2900 Bayport Drive  
Tampa, FL 33607*

### Meeting Participants

Bill Graham	Executive Director	Florida Educational Negotiators	<input checked="" type="checkbox"/>
Elizabeth Kuhn	President	Pasco County	<input checked="" type="checkbox"/>
John Boyd	President-Elect	Osceola County	<input checked="" type="checkbox"/>
Brennan Asplen	Past President	St. Johns County	<input type="checkbox"/>
Cathy Weber	Secretary	St. Johns County	<input checked="" type="checkbox"/>
Brent Brummet	Area I Director	Escambia County	<input checked="" type="checkbox"/>
Karen Peddie	Area II Director	Franklin County	<input checked="" type="checkbox"/>
Deborah Decubellis	Area III Director	Putnam County	<input checked="" type="checkbox"/>
Heather Martin	Area IV Director	Hernando County	<input checked="" type="checkbox"/>
Mark West	Area V Director	Hillsborough County	<input checked="" type="checkbox"/>
Gloria Arazoza	Area VI Director	Miami-Dade County	<input checked="" type="checkbox"/>

#### I. Call to Order

- Betsy Kuhn called the meeting to order at 6:02PM.
- A quorum of members was determined present.

#### II. Approval of Minutes of September 28, 2017 Board Meeting

- Mark West motioned to approve the minutes for the prior meeting on May 15, 2017.
- Deborah Decubellis seconded the motion.
- The members present voted unanimously to approve the motion.

### **III. Financial Reports**

#### **A. FY 2017-2018 1<sup>st</sup> Quarter Financial Statements**

- For three months ended September 30, 2017. Dues have been coming in and approximately 59 counties have paid. Interest rates have increased and thus far the year to date interest earned has surpassed that which was budgeted.

#### **B. September 2017 Statement of First Commerce Credit Union**

- Dividends for the nine-month year to date is \$483.31.
- The account balance is \$83,387.04

### **IV. 38th Annual FEN Conference – Theme, Topics and Potential Speakers**

Many ideas were shared regarding the upcoming conference. The following highlights the discussion:

1. Suggestion was made to include a rating/level for each session based upon bargaining or HR experience (ie. Beginner, Intermediate, Advanced).
2. Brent Brummet presented the idea for the theme of the conference “Always FEN-tastic”. The board embraced this suggestion and Debbie Decubellis recommended including a banner with this tag line at the sign-in table.
3. The team also discussed using the phrase “Coming to a Table Near You” to highlight the sessions.
4. Bill Graham suggested an Executive Session Role Play with recommendations for how to handle confrontation behind closed doors and how to organize to get the answers you need to bargain. Another suggestion was to use the “clicker” for questions.
5. Brent Brummet recommended another session on Negotiating the Full Book.
6. John Boyd suggested the inclusion of a “mock” arbitration with a panel of scenarios.
7. Other suggestions for sessions included:
  - Hurricane Preparation (School District Emergency Plan, FEMA, Shelters)
  - Executive Session and Impasse
  - Building a Relationship with your Union (Cathy Weber) Beginner Session
  - General Topics: Best and Brightest, EEOC, DOAH etc.
  - Recruitment and Retention
  - Risk Management
  - DA and School Turnaround
  - Invitation to Jacob Olivia, Associate Chancellor to come and present.

### **V. General Membership Agenda for Friday, October 27, 2017**

- The agenda was approved by the team.
- Bill Graham gave a thank you to Mark West for finding Nathan Paulich to present and then Nathan in turn finding Sacha to present as well.

## **VI. Director's Comments**

### **A. Update on FEN Training Program**

- Bill Graham is staying in touch with Doug as they are looking to start a type of certification program in January. Stayed tuned for updated information.

### **B. Update on FASA Foundation Fund Raising for Hurricane Relief**

- As of October 24, 2017, the Hurricane Relief fund had raised \$17,720. The goal is for the foundation to give \$5,000 to each of the 4 schools identified.

## **VII. Adjournment**

- Elizabeth Kuhn, President, adjourned the meeting at 7:25 PM.
  - Motion by Mark West and seconded by Karen Peddie.