



Duval County Public Schools

February 8, 2011, Grievance Committee Meeting

Ms. W. C. Gentry, Chairman
Ms. Betty Burney, Vice-Chairman
Ms. Martha Barrett
Ms. Ms. Becki Couch
Ms. Mr. Tommy Hazouri
Mr. Mr. Fred "Fel" Lee
Mr. Ms. Paula D. Wright
Mr. Ed Pratt-Dannals, Superintendent

ATTENDANCE AT THIS GRIEVANCE COMMITTEE MEETING: All Grievance Committee Members were present - Mr. W. C. Gentry, Chairman, Ms. Betty Burney, Member, and Ms. Becki Couch, Member.

CALL MEETING TO ORDER

[CALL MEETING TO ORDER](#)

Minutes:

The Chairman of the Grievance Committee called the meeting to order at 9:10 a.m.

GRIEVANCES TO BE DISCUSSED

[1. STEP III GRIEVANCE - NE FL PUBLIC EMPLOYES LOCAL 630 - VICKY OLSON](#)

Minutes:

The Chairman of the Grievance Committee explained the process and everyone present introduced themselves.

Present for this Grievance were:

Grievance Committee Members

Mr. W. C. Gentry, Chairman
Ms. Betty Burney, Member
Ms. Becki Couch, Member

Present on behalf of Staff

Ms. Vicki Reynolds, Chief Human Resource Services Officer
Mr. Walter Carr, Director, District Staffing, Labor Relations
Ms. Terri Stahlman, Chief Technology Officer
Mr. John Morrison, Executive Director, IT Operations
Ms. Sonita Young, Policy & Compliance Officer
Mr. Solomon Coles, Supervisor, Help Desk, IT
Ms. Susan Thorburn, Technical Manager, Staffing
Mr. Ed Miniano, Coordinator, Technology

Present on behalf of Grievant

Ms. Vicky Olson, Senior Computer Specialist (Grievant)
Mr. Andy Bemis, Business Manager, NE Florida Public Employees Local 630
Mr. Kip Hamilton, Secretary/Treasurer, NE Florida Public Employees Local 630

Mr. Andy Bemis presented on behalf of the Grievant. It is their position that Article 25, Section 5, of the Collective Bargaining Agreement with the Northeast Florida Public Employees Local 630 has been violated and that Ms. Olson has been denied the opportunity to move to one the the open positions (SCOM support) outlined in an e-mail from Mr. John Morrison, dated May 13, 2010, Ms. Olson responded to the e-mail on March 14, 2010, indicating her interest in the position. She did not receive a response until July 26, 2010, when she was notified that another employee had been given the position. The contract allows for the senior most employee volunteering for the position to be placed in the open position. Ms. Olson was the senior volunteer and had more seniority than the employee placed in the position. It is their position that Ms. Olson should be placed into the position and appropriate steps taken to fill her vacated position as outlined in the collective bargaining agreement.

Ms. Vicki Reynolds presented on behalf of staff. She stated that if everyone volunteering for the job has the same skillset, then the one with the most seniority would get the job. But based on skillset, the best qualified would get the job. Dr. Terri Stahlman shared that they were looking for a person who was the best fit for the team they would be working with, as well as work experience. She felt that the person who got the job (William Hansen) had more experience in the network area, whereas Ms. Olson had more experience with work stations. Ms. Reynolds stated that it was not a promotion, and the person moving into the position would receive no extra pay. It was to be a lateral move.

During rebuttal the following points were made by Mr. Bemis.

- Ms. Olson holds a certification in the areas needed and Mr. Hansen did not.
- Mr. Hansen was promoted into the position, which is a violation, because it was to be filled by a lateral move.
- Mr. Hansen's lack of skill level and his need to be trained for this position.
- Mr. Hansen was not a Senior Computer Specialist at the time he received the position in question.

Chairman Gentry requested that Ms. Reynolds respond to the promotion issue. She replied that there was an existing vacancy in the Senior Computer Specialist group and that Mr. Hansen was next on the list to be promoted. The question was whether he would be placed in the vacant Senior Computer Specialist opening or the other position.

The following points were made by the Grievance Committee.

- Why send an e-mail asking for volunteers to transfer into the position if you already had someone in mind for the position?
- The e-mail did not contain specific information on skillset being sought.
- The person who was selected for the position was promoted into the position and was not already a Senior Computer Specialist.
- Mr. Hansen required additional training for the position in question.
- Ms. Olson had a certification and Mr. Hansen did not.

After discussion, the Committee rendered its decision, which is out lined below.

After the decision was made and voted on by the Committee, Mr. John Morrison stated that he was not sure Ms. Olson was the most senior person who had applied. Chairman Gentry indicated that was irrelevant at this time and he should have included that information in the documents provided prior to today's hearing.

Motions:

That the Grievance Committee overrule the District and that Ms. Olson be placed into the - PASS position for which she applied.

Vote Results

Motion: Betty Burney

Second: Rebecca Couch

Betty Burney	- Aye
Rebecca Couch	- Aye
William Gentry	- Aye

ADJOURNMENT

[ADJOURNMENT](#)

Minutes:

The Chairman of the Grievance Committee adjourned the meeting at 9:53 a.m.

BSC

Superintendent

Chairman