

GEB MEETING 01082015		
1.8.2015	8:00 a.m. 10:00 AM	CFSA Office, Cromwell
<b>MEETING CALLED BY</b>	President Gary Maynard	
<b>TYPE OF MEETING</b>	GEB meeting	
<b>FACILITATOR</b>	President Gary Maynard	
<b>NOTE TAKER</b>	Carolyn Ivanoff	
<b>TIMEKEEPER</b>	Carolyn Ivanoff	
<b>ATTENDEES</b>	President, Gary Maynard; Vice-President, Paul Stringer; Shelton Intermediate School Housemaster, Carolyn Ivanoff; Director of Middle School Reform, Mark Fernandes  <b>Absent: Secretary, Richard Cavallaro, Treasurer, Elaine Papas</b>	
<b>Agenda Item I</b>	APPROVAL OF 10092014 GEB MINUTES –APPROVED 04212015	
<b>Agenda Item II</b>	<b>Annual Negotiations contributions from Negotiating Locals: 2015 Negotiation Policy</b>	
Discussion	<p>Newly approved negotiation scale will go into effect 2015/16 FYE. 2015/16 there will only be nine locals in negotiations who will be subject to this new breakout scale for negotiation services.</p> <p>Role of negotiators and suggestions for pre-negotiation preparation was discussed: distribute the negotiation guidelines that Vice President Stringer has developed in advance for negotiations prep. Continue the negotiation workshops/meetings at CFSA. Discussion of appointed negotiators pushing-in to locals to assist with negotiation information, work with local memberships on the goals and objectives of negotiations and how to prepare documents in advance</p> <p>Various forms of information shared regarding contract/negotiation points.</p> <p><a href="#">..\..\Negotiations Misc\Negotiations Breakout by Options.pdf</a></p>	
Conclusions	Role of negotiators will be revisited as necessary.	
<b>Action Items:</b> CFSA will contact each local affected by this new policy to make sure the implementation of the policy causes minimal stress to our negotiating locals.		
<b>Agenda Item III</b>	<b>CFSA GEB Secretary &amp; Treasurer Positions: efficacy, goal setting, rewriting/defining role of positions</b>	
Discussion	<p>The positions will be combined. Discussion regarding how to combine the positions, job descriptions, and title of the combined position were discussed.</p> <p>The Constitution will need to be amended to reflect the combined positions. The committee to draft the necessary amendment/changes will be Mark Fernandes, Carolyn Ivanoff, Paul Stringer, Gary Maynard. It was agreed that 8:00 a.m. is the best time to meet. Dates will be sent via Meeting Wizard to identified committee members.</p> <p>Once the newly identified GEB member/role is actuated it will change the composition of the GEB, thusly requiring the addition of three new members to maintain its efficacy and quorum mandates. These changes will be noted in Article V, VI, and VII minimally.</p>	
Conclusions	Recruitment and nomination of these new positions need to be completed prior to 3/31/2015. All names should be submitted to the Senior Operations Manager for the vetting process and submit to the Nominating Committee	
<b>Action Items:</b>		
<ol style="list-style-type: none"> <li>1. The constitution review committee will meet to include revisions to CFSA Constitution Articles edition 2014.</li> <li>2. Job description and perhaps a new job title, i.e. Financial Secretary will be created for the combined secretary/treasurer.</li> <li>3. Recruitment and nominating process for additional GEB members will commence immediately. <ol style="list-style-type: none"> <li>a. Follow up is to take place in the next 10 business days.</li> <li>b. Convening a nominating committee is also required to move forward with any of these action items.</li> </ol> </li> </ol>		

Agenda Topic	
<b>Agenda Item IV</b>	<b>CFSA Branding “We are more than negotiations” social media, networking, events, etc.,</b>
Discussion	<p>A list of locally offered benefits was presented. Our Senior Operations Manager (SOM) has been working feverishly on business development ideas with our business partners in an effort to create a stronger benefits, product, and service line to stimulate growth and retention of our membership. Our SOM met with Ted Mauro, who also manages AFSA’s benefits... After meeting with Ted Mauro about M&amp; M group benefits it was decided that he put a list together for CFSA to attract new members and retain our established base. The benefits listing was well received by the GEB; and a vote was called to move forward with these offerings. The GEB will work with the Senior Operations Manager to promote these new services to our membership..</p> <p>Continue to get the word out that <i>CFSA – More Than Negotiations</i>.</p>
Conclusions	CFSA leadership and the SOM will continue work on the items above.
<p><b>Action Items:</b> Continue meetings and conversations regarding locally offered services by Ted Mauro and continue to disseminate the branding message, CFSA is More than Negotiations through various social media.</p>	

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Agenda Topic	
Agenda Item V	CFSA Strategic Planning/Operations
Discussion	<p>CFSA SOM had made the recommendation that rightsizing CFSA's business needs is vital to our continued success. Because of multiple internal discussions, CFSA leadership has been proactively looking at the budget, rightsizing, and recruitment/retention efforts.</p> <p><b>A. Budget:</b> A cost savings sheet was developed and shared at the meeting The analysis done by the SOM and Gary Maynard included a reduction in salaries, hours of operation, and alternative remote working hours. Other areas under review are operating expenses.</p> <p><b>B. Right Sizing Evaluation:</b> Cromwell Rental Lease: \$1,708/mo. Square footage is 1,350 Security Deposit: \$1,518.75 Lease Ends: December 2015 - 3 year term Annual Operating Costs:</p> <p><b>Rental Space Under Consideration:</b></p> <p>Located at 2590 Berlin Turnpike, Ste. 4 Rent: \$500 per month; 3 year lease Square Footage: approx. 500 to 600</p> <p><b>Accommodations:</b> The property owner will make minimal renovations to the open space; however, the property owner did offer the free use of office cubicles and dividers from another space. Meeting space is available for privacy when necessary for a larger meeting. Ted Mauro also stated that there is additional available close to the office in another part of the rental property should we need to use it.</p> <p>CFSA is exploring the ramifications and benefit of terminating our lease with the Rossi Group, as well as examining other relocation options.</p> <p><b>a. Officer Terms:</b></p> <p>The SOM recommended to CFSA leadership that the length of current nominated terms is not functional for CFSA's business needs. It should be noted that the current CFSA leadership terms are concluding this year. This recommendation was discussed and we are considering the ramifications of applying term limits and the re-election process.</p> <p><b>Recommendations by Officer Level:</b> President –nominated; 2 years Vice President – nominated; 2 years Financial Secretary (Combined position of Secretary/Treasurer) nominated; 1 year At Large –appointed position; 1 year GEB Member (3) nominated – 1 year</p> <p>These recommendations will be explored further when the Constitution Review Committee meets.</p> <p><b>C. Lobbyist</b> Discussions with the lobbyist and review of open items from previous agendas include:</p> <ol style="list-style-type: none"> <li>1) Social Security Fairness review. Alan Deckman stated previously that this has a zero chance of passing. As of Monday, 1/5/15 the House of Representatives has already taken actions that validate this position. This will be dropped.</li> <li>2) Review of the 12 accrual and pay in to TRB for 12-month administrators going forward, President Maynard will review this issue again with the lobbyist.</li> </ol>
Conclusions	Continue to review all of the above, keeping options open.
<p><b>Action Items:</b> President, Gary Maynard will continue to review office space options, lease status, etc.. Options for reducing costs/personnel hours and salary will continue under review. The TRB 12 month contribution options for administrators will be discussed with the lobbyist as to how to proceed with that proposal. .</p>	

Adjourned:		
Conclusions	All action items will be actuated or placed on the next GEB Agenda in April or a Special GEB meeting if deemed pertinent for discussion.	
Submitted by:	Facilitator:	Date:
Carolyn Ivanoff, for Richard Cavallaro, Secretary Minutes	Gary Maynard	1/8/2015
<p><b>Edited By:</b> Reign Brawley, Sr. Operations Manager Reviewed &amp; Approved, Status: <b>APPROVED 04212015</b></p>		