CBLT Bargaining Minutes

1/9/20

CTA Office

1. CTA expressed concern about release time for today's bargaining session being designated as 1/2 day as opposed to a full-day. District will email principals directly so that today's leave can be adjusted to reflect a full day. Moving forward, bargaining leave will be denoted as a full day even if the CBLT session only is anticipated to last for the morning.

2. Agenda
   a. CTA reviewed their topics: Non-reappointment Timeline, Best and Brightest, Threat Assessment, Calendar Committee, School Psychologist Sick Time, Skyward and District response to prior proposals.
   b. District stated that they do not have a response to the following CTA proposals, but will have a response at the next session
      - Supplement Handbook - threat assessment proposed supplement
      - Article VII related to events outside of contract time
      - Mental Health Curriculum
      - Graduation and Mental Health supplements

3. CTA read and then provided a written statement related to their objection of the District’s tentative timeline for teachers’ non-reappointment. The district’s actions send the message that OCPS teachers are undervalued and underappreciated. On the other hand, their actions send the message that their administrators hold an elevated status. CTA provided an example of District money spent on an extraordinary senior management retirement package costing almost 3 million dollars annually while students have permanent subs and Effective and Highly Effective teachers have not been re-appointed.
   a. CTA requested to bargain the timeline, however District responded that they will not with a ULP in place
   b. District maintained that they share the timeline at the bargaining table but are not required to bargain it
   c. CTA voiced that the timeline was violated last year and offered to withdraw the ULP if the District agreed to bargain the timeline
   d. Both sides contend that they agree to disagree on this particular topic.

4. School Psychologist use of sick leave time
   a. CTA stated that the ad hoc school psychology subcommittee met and reviewed the contract language upon joining the union and discussions ensued about what sections pertained to school psychologists and those that did not. No changes were proposed in regards to manner in which school psychologists were using their sick time, specifically in one hour increments as opposed to half-day and full-day increments like other instructional personnel.
   b. At the information session in December 2019, presented by the District, it was stated that school psychologists would no longer be able to take sick leave in one-hour increments now that they were 11-month employees. However, this took staff by surprise as it had not been mentioned as part of the package proposal moving school psychologists from a 12 month to 11 month
   c. District stated that they had no knowledge that school psychologists were not being held to the current contract language of using sick leave in half-day or full-day increments and that they did not recall any sub-committee conversation or see it addressed in the minutes.
   d. CTA maintained that it is unfair to universally make this change mid-year when the District had not enforced this language for the last 2 years
   e. District requested that CTA propose language that would apply to school psychologists on this topic
   f. CTA requested that no changes in practice be made until the CBLT has an opportunity to discuss this issue at the bargaining table, next session
   g. District agreed but voiced that they are not guaranteeing that they will support any proposal presented by CTA on this issue
5. Calendar Committee
   a. District provided a copy of the 20-21 school calendar that will be presented to the calendar committee
   b. CTA contended that the District does get to unilaterally make these decisions and they do not agree to starting the teacher work year on a Friday. CTA wants to bargain these dates.
   c. District quoted articles within the contract that they believe supported their position on the calendar and the make-up of the calendar committee. CTA also quoted and read contract language.
   d. CTA stated that they want the CBLT to have the final say on the calendar
   e. District and CTA will both be presenting their versions of tentative calendars for the 20-21 and 21-22 school years as well as submitting the names of calendar committee members that are being selected by their respective sides.
   f. District stated that a committee meeting date must be set and an agreement made by March 1st or the decisions will revert to contract language within Article XV that denotes that the School Board will decide the calendar.
   g. CTA requested the hourly breakdown of instructional minutes including the required number of instructional minutes required by the state. They would also like the calendar committee to discuss designated half days as they relate to student testing

6. Threat Assessment Teams
   a. District stated that they will supply answers to CTA’s questions from last session on 1/10/2020
   b. CTA stated that not all schools have distributed the names of their school’s threat assessment team members to staff as had been agreed upon and asked for the memo the district sent to the principals again

7. Mental Health Curriculum
   a. District supplied a written response to CTA’s request for information
      • District stated that teachers are not going to be required to design any instruction
      • CTA disagreed and voiced that if teachers are choosing follow-up lessons and activities, this requires preparation time
      • District stated that teacher training will occur on an early release Wednesday and CTA pointed out that only 2 Wednesday opportunities remain before the proposed mental health instructional rollout begins in February.
      • CTA asked if all teachers would be trained even if they do not house a fifth period class
      • CTA reiterated that they are not happy that they did not have a voice in the mental health curriculum selection. District stated that they requested CTA representation on October 30, 2019 but did not receive a response. CTA maintained that they had requested to “Impact Bargain” the mental health implementation and it took too long for the District to respond.
      • CTA asked about students who would be participating in makeup sessions and how this could impact minutes of instruction from courses that they are pulled from
      • CTA requested copies of the curriculum and activity choices.
      • CTA asked if parents have been notified.
      • CTA remained concerned that teachers are being provided information at a slow rate as many have already created lesson plans for February.
      • CTA questioned how the mental health curriculum can be initiated before impact bargaining has been completed and all issues agreed upon
      • CTA maintained that the District was provided with a “Demand to Impact Bargain” this issue back in June and now in January the District implementation is being imposed
      • CTA stated that they are still waiting for responses to their proposal and consider this action by the District an unfair labor practice. CTA adamantly disagrees with the roll out of the mental health initiative
      • CTA agreed to send further questions for the District to answer
8. Fortify Florida: District will supply answers in writing to CTA on 1/10/2020

9. Skyward Issues
   a. District and CTA agreed to place this topic on the next CBLT agenda when the District can have a subject matter expert available to speak.
   b. CTA shared several examples of issues impacting teacher working conditions:
      • Skyward does not recognize year-long courses and therefore, at the secondary level, separate semester 1 and semester 2 courses are created. This makes it look like the semester 1 course has been completed, requiring new students, that now have to be enrolled, require another course code which creates additional work for teachers
      • GPA reports are not provided
      • Grades are not consistently going through after being submitted multiple times by teachers, wasting valuable time.
      • School choice preparations are being impacted as magnet school coordinators are unable to generate emails of 5th grade parents, for example, to advertise their school choice options.
      • Grades are being calculated in strange ways that are not mathematically correct
   c. District stated that they purchased the entire Skyward package, however not all of the features have been rolled out.

10. Best & Brightest
    a. Retention bonus monies have been distributed
    b. Recruitment monies:
       • The District sent out a survey to the 829 teachers hired this school year asking them to submit information to determine who is eligible for the recruitment bonus
       • 416 responses were received and approximately 170 individuals may be eligible for the recruitment money
       • District expects that there will be approximately $8.2 million leftover after recruitment monies are paid
    c. Recognition monies:
       • The District estimated that when individuals who received retention and recruitment bonuses are subtracted from the pool of all eligible instructional personnel who received Effective or Highly Effective ratings, these remaining individuals will receive approximately $1000 each
       • CTA asked about the timeline
       • District stated that the Recruitment bonus steps take some time, however they will then focus their efforts on distribution of the recognition money and should be able to pay this out rather quickly
       • CTA will review the MOU and get it back to the District.

11. Next CBLT agenda will need to address substitutes, as well as splitting and coverage for classes. Possible dates: January 30th, February 5th, February 12th, February 18th and February 19th