CBLT Bargaining Minutes
10/23/19

CTA Office

1. Message from the President of CTA – See Document
2. CTA Requests District Responses to Action Items:
   a. Insurance Matters
      • District provided the information today on a CD
   b. Master Schedules
      • District brought one example and asked if the format was acceptable before they supply it for every school since it will include 12,000 pages
      • CTA asked how many of the schedules are requiring teachers to supervise students for three consecutive hours without a break?
      • CTA shared data and commentary from a recent member survey with over 500 respondents.
         o 77 schools are requiring teachers to supervise students more than 3 consecutive hours
         o 87 schools have teachers reporting that they are asked to stand by their doors during passing time
         o This contract violation is impacting staff moral and each individual’s human dignity. The violations reflect student safety issues, when phone calls to the office are not answered as well as medical issues for staff related to bladder/ lack of fluid intake (for example)
         o Several teacher examples were read aloud – see document
      • District stated that they would provide a response after they caucus
   c. School Handbooks
   d. CTA Proposals from 9/26
      • Supporting Student Success (Task Force)
      • Duty Day (Common Planning Time)
      • Work Year (Early Release Days)
   e. Calendar Committee
      • District asked for clarification related to what CTA is requesting in terms of committee participation
      • CTA voiced that they would simply like the contract followed. CBLT committees have equal members on each side and an equal voice in every decision
         o The way this committee is currently functioning is not collaborative. CTA is being told when the meetings are scheduled as opposed to collaborating on a date. When CTA signed the Hurricane MOU, it was agreed that the two sides would further discuss the structure of this committee
      • District asked if CTA wants equal numbers of representatives on the committee. They stated that the Board has appointed several constituents to the committee
      • CTA asked why the Board members are appointing people to a CBLT committee
      • District stated that this has been a long-standing practice, although they agree that it contradicts contract language. They will continue to explore this issue.
      • CTA voiced that they do not want a committee that includes people outside of the district.
      • District replied that many of the people on the committee are not voting members but are considered advisors giving input, for example a representative from Seminole County schools.
      • CTA stated that those individuals could possibly provide written input.
      • District relayed that they have cancelled the upcoming calendar meeting dates and that all dates from now forward would be mutually agreed upon.
   f. New Instructional Entry Placement Schedule
• Brian Osteen, member of the bargaining unit spoke about coming to work for OCPS from Polk County and not understanding that he would be taking a 10% pay cut after he had reviewed the OCPS salary ranges posted on-line. As a teacher with 16 years of experience, he is being paid a salary only a couple thousand dollars higher than a beginning teacher. He stressed that the placement schedule for experienced teachers was a poor recruiting tactic.

3. CTA New Proposal: Article II. Negotiation Procedures
   a. CTA is proposing to modify the bargaining procedures from a Collaborative process to a Collective process.
      • The collaborative process is not working. It is only collaborative in word, not deed.
      • CTA wants an equal voice as they come to the table with honest intentions but are not feeling the same intentions from the District.
      • CTA has lost faith and trust in the District, and questions their transparency.

4. District Proposal
   a. The Superintendent, the School Board and this committee has heard the messages from CTA that teachers do not want bonuses as they do not add to income and cannot count on that money to raise a family.
   b. Insurance benefits would stay the same through January 2020 with the district “meeting CTA half-way.”
      • There would be another open enrollment in January allowing employees to make changes
      • Premium changes would begin in February paychecks, as applicable
      • Benefits would change in March.
   c. Salary matches the monies proposed by CTA but is paid over two years to include an Average 4% raise for teachers this year and 2% Average raise for next year paid “up front” because the District wants teachers to “have their money now.”
      • This “creative” offer includes 5 million in wages and 8 million in benefits
      • Monies are being used from the unassigned fund balance
      • If state revenue for the 2020-21 school year exceeds more than a 2% increase in per student funding then the District will agree to bargain an additional salary increase, and the District believes this will happen
      • If ratification occurs in mid-November, an estimated retro pay back to first duty-day would include $1,071 (gross) for “Highly Effective” which would apply to 85% of teachers (for Dec. check)
      • $857 (gross) for “Effective” would apply to 10% of teachers.
   d. New Entry Teacher Placement Schedule, as well as the entry level schedule for school psychologists reflects an additional $800 for COLA
   e. District Proposal #4 School Psychologists, (Article XV Work Year) is the same
   f. District Proposal #5 Preplanning (Article XIV Duty Day and XV Work Year) is the same
   g. Appeals Committee Decision Tiebreaker LOU is the same
      • However, CTA stated that they do not want an LOU, they want contract language
   h. District Proposal #7 Targeted School Supplement
      • CTA state that they need to see a list of the Targeted and Corrective Schools and then the proposed language would be acceptable
   i. District Proposal #9 Contract Compliance Revisions (“Clean-up Language”)
      • CTA needs to review
   j. District Proposal #10 Bargaining Team Members
   k. Tentative Agreements:
      • Bulletin Boards – verbal TA’s agreed upon from 10/3 were provided in writing
      • Evaluation - verbal TA’s agreed upon from 10/3 were provided in writing

District stated that they want to end this negotiation in good faith and obtain a signed agreement today.
5. Discussion Regarding District Proposal:
   a. CTA stated that yes, teachers want their money and appreciate that the proposal did not include
      bonuses. CTA wants a one-year agreement, as well as additional adjustments to the insurance proposal.
      CTA would like to have figures related to the proposal costs for instructional only as they do not bargain
      for administrators or classified.
   b. District stated that they used CTA figures for the salary proposal and believe that 2/3 of teachers are
      paying $0 to very little for insurance premiums (Plan A)
   c. CTA stated that the District package is less money than their initial proposal
   d. District indicated that they would check, however CTA must keep in mind that the new proposal is a
      reoccurring long-term commitment
   e. CTA asked if the District is rejecting all of their other proposals.
   f. District stated that they provided a comprehensive package to wrap up certain things quickly because of
      the period of time required for ratification. They want teachers to have their money before the winter
      break
   g. CTA thanked the District for removing the verbiage “Last, Best & Final Offer” from their proposal,
      however there were still things they cannot agree to.
   h. CTA inquired about appeals and the District agreed to take this off-line
   i. District indicated that they would be open to including some other CTA proposals in their package.

6. Further Discussion Following Caucus:
   a. District stated that their proposal on 9/19/19 costs $64,456 million, which included bonuses, COLA
      performance pay, and insurance. Their proposal today costs $68.9 million. After subtracting $3 million
      for insurance, the new proposal is still $1.9 million more and is a long-term liability for the district since
      it is reoccurring.
   b. Of the 23,931 employees
      • Approx. 8497 are classified
      • Approx. 1086 are administrators
      • Approx. 14,348 are instructional with the cost of $5.1 million to cover medical for 5 months
   c. CTA stated that every year, teachers get a raise and that the District is offering our one year proposal
      over two years
      • CTA asked if the state hypothetically provided a 10% increase next year, would the District
        subtract the 2% that was “fronted” to teachers. The District responded that this would be
        correct
   d. District added that there would be no changes to insurance during year two
   e. CTA relayed that they would not be able to sign anything until they did their due diligence to understand
      the impact of the entire package to their members

7. Truth in Budgeting
   a. District stated that the next Budget Review meeting is on November 19th at 4:30 with the purpose of
      examining the budget line by line
   b. CTA stated that this is insufficient. Their proposed committee provides a mechanism to improve
      transparency and the District would not be in control. CTA will continue to move forward with such a
      committee and town halls and will extend an invitation to the District

8. Calendar Committee
   a. District stated that they have a tentative lists of members with the chair being Tim Smith
   b. CTA inquired if the District meant, “co-chair,” since that is the format for CBLT committees.
   c. District indicated that this tentative list would be supplied to CTA the following day
   d. CTA is concerned that the District refers to Mr. Smith as the chair. CTA needs this individual to call CTA
      and coordinate meeting dates with the president

9. Breaks for Restroom Usage
   a. District needs additional time to review CTA survey results and comments in order to reach out to the
      principals from specific schools mentioned.
b. CTA does not understand why additional time is needed, the District has heard the concerns for weeks and did not believe the gravity of the issue

c. District stated that based upon the new document provided today, additional conversations need to occur at the District level

d. CTA passed a copy of Class Action Grievance across the table that would be filed for violations to the contract’s break language

e. District stated that they would review the grievance and asked if CTA intended to propose additional contract language, not simply a memo

f. CTA replied that this may be a possibility

10. Final Comments

a. CTA suggested that the CBLT meet again sooner than November after their forensic auditor has an opportunity to review the District proposal

b. CTA stated that they were surprised that a “News You Can Use” was emailed to staff in the middle of the bargaining day. CTA is already receiving communication from members about their confusion with the district’s announcement

c. CTA asked the District to consider waiving their 24 hour wait time so that CTA can distribute an immediate response on District email

d. After a caucus, the District suggested edits to the CTA publication

e. CTA voiced that they were not asking for feedback as the District misunderstood, they were simply trying to get their response back out to instructional personnel immediately.

f. The District will let CTA know by 10/24 if they are available for an additional bargaining session on 10/29 or 10/30.

11. Next Meetings Currently:

a. November 6th

b. November 8th