CBLT Bargaining Minutes
9/19/19
CTA Office

1. Introductions
2. Ground Rules
   a. CTA proposing to enhance the bargaining process
   b. District suggested a revision to (2) scheduling sessions in two session blocks rather than (3). CTA agreed
   c. Regarding number 5., District wants assurance that actual proposals are not made public until final
3. Records Requests
   a. CTA expressed concerns that they were billed $6842 for requesting records that were needed to inform bargaining
4. Message from Teachers (by CTA) – See Document
5. Message from Chief Negotiator
   a. The superintendent relayed at several meetings (June 25 Board Meeting, June 27 Work Session and July 30 Tentative Budget Hearing) that “we hear you and value you.” This message resonates with the school board, as well. The District reminded the CBLT that they previously said that if the district is able to identify unattached funds after the school year starts, once staff is hired, they would be willing to invest these funds in teacher compensation, but they had to wait until September to see where they were.
6. District Last, Best & Final Offer
   a. Salary & Supplement – Same as June 2019 offer
   b. Health Insurance Coverage - Same as June 2019 offer
   c. $500 Bonus - Same as June 2019 offer
   d. School Psychologists - Same as June 2019 offer
   e. Article XIV and Article XV Work Year (Preplanning) - Same as June 2019 offer
   f. Letter of Understanding for Evaluation System Domain 4 and Appeals Committee Tiebreaker Process
   g. Targeted School Supplement
   h. Additional Bonus: $750
      • District offering this money in January 2020 in consideration of new tax year but are open to discussing the date

District relayed that they are taking a financial risk offering the additional $750 bonus (see handout “Impacts to Unassigned Fund Balance.”)

CTA stated that the offers presented by the District titled “Last, Best and Final” is a violation to bargaining and if nothing else, a slap in the face to teachers who sent representatives back to the table to negotiate.

The District is open to making amendments to their Last, Best and Final Offer, adding the following commentary:

- Even if the proposed June contract had been ratified, teachers would still have received the additional $750 bonus after the “dust settled” because the district stated from the beginning that they would re-evaluate available funds in September.
- They could have “low-balled” an offer at this time but preferred to let CTA know exactly where they stood financially which is why the offer was entitled “Last, Best and Final”
- The longer the negotiations drag on, the less money will be available for teachers, as the insurance deficits are costing $1.6 million a month
- District believes that CTA is “splitting hairs” with how they are interpreting “Last, Best and Final”
7. District Insurance Proposal Discussion
   a. District reminded group how the Benefits Committee was charged with making suggestions to the CBLT to address the projected deficits to the fund balance
   b. It was explained that they must keep a 60-day cushion in the fund and the district has had to dip into the contingency fund because of auditors
   c. CTA asked why our county is facing a 18.8% proposed increase while the national average reflects that health care costs are increasing 6%-10%
   d. District stated that there has been no change to the employer/employee contribution percentages in years and they are simply trying to protect the fund.
   e. CTA stated that changes were made in 2016.

8. CTA Proposals
   a. Truth in Budgeting
      • See proposal. CTA sees this committee as a mechanism to improve transparency.
      • District will take it under advisement
   b. Association Rights
      • See proposed additions to Article IV. regarding new employee orientation and CTA bulletin boards
      • District will take it under advisement
   c. Working Conditions
      • See proposed additions to Article VI. regarding replacement ID badges
      • District asked if the proposal would be distinguishing between lost badges and those that malfunction.
      • CTA stated that they were not making a distinction between the two.
      • District will take it under advisement
   d. Teacher Rights & Responsibilities
      • See proposed additions to Article VII regarding follow-up to teacher complaints of misconduct by administrators and bargaining unit members directing peers
      • District pointed out that these proposals had been rejected in the past.
      • CTA responded that the proposals have been modified
      • District will take them under advisement
   e. Evaluation
      • See proposed additions to Article X regarding Domain 4, as well as participation in the Professional Development for trained observers
      • District asked if this proposal is a counter to their suggested “Letter of Understanding?”
      • CTA affirmed that it was
   f. Duty Day
      • See proposed additions to Article XIV regarding teachers being allocated a fifteen minute break after three consecutive hours of student responsibilities
      • District asked how schools would arrange teacher coverage for these breaks.
      • CTA stated that they will provide future suggestions for arranging these breaks, but wanted to make sure that the proposed language was presented
   g. Work Year
      • See proposed additions to Article XV regarding school psychologist work year, the first day of pre-planning convening on a Monday, and summer school instructional positions being first offered to the teacher who taught the course during the year
      • District stated that because the contract was not ratified, there would need to be adjustments to their proposed transition timeline for school psychologists, however, their intent was to honor the same proposed calendar moving forward, if the contract is ratified
h. Salary & Appendix A-2
   • See proposed revisions to Article XVI regarding salary and advanced degree supplements
   • CTA spoke about the need to prioritize budgeting and offered an example from Dade County where things were finally budgeted following a change in superintendents who had different priorities
   • CTA contends that instructional staff and their families cannot have the stability they need to raise their families on bonuses. The district need to find a way to offer structural pay raises
   • District asked if this was a counter-proposal
   • CTA responded, “no,” it is simply a proposal
   • District will take it under advisement

i. Appendix B
   • See proposed additions to Paid Holidays and Additional Vacation Days
   • CTA asked about the verbiage of annual salary for school psychologists remaining the same, as it should reflect an increase in $500 for the cost of living adjustment
   • District clarified that it is their intent to include this additional $500 COA increase in the proposed school psychologist placement schedule for 19-20

j. Supplement: Mock Trial
   • See proposed additions to supplement handbook pages 28-29 for Mock Trial/ Moot Court supplement
   • District asked how many people this would apply to, estimating approximately 10? They agreed to take it under advisement.

k. Visual and/or Performing Arts
   • See proposed additions to supplement handbook page 5 for Visual and/or Performing Arts Sponsor
   • District stated that they sent an email out yesterday to principals clarifying the dispersal of this supplement

l. Health Insurance: CTA has no counter proposal, recommending that premiums and benefits remain the same

9. Next Meetings:
   a. September 26
   b. October 3