

Bargaining Minutes
JUNE 27, 2017
CTA OFFICE

Attending:

Maribel Aponte	CTA	Alex Heidelberg	District	Tom Winters	CTA
David Azzarito	District	Lisa Marie Lewis	CTA	Stephanie Wyka	District
LeighAnn Blackmore	District	Phyllis Mills	CTA		
Doreen Concolino	District	Megan Oates	CTA		
Wendy Doromal	CTA	Ron Pilgrim	District		
Jason Duke	District	Kenrick Pratt	CTA		
Gloria Fernandez	District	Krista Russell	District		
Bill Floyd	District	Mary-Grace Surrena	CTA		

- Guests: Beth Curran from Risk Management

Agenda:

- Salary and Insurance Proposal
- Supplements and changes to Supplement Handbook
- Fringe Benefits article new language
- Appendix C new language
- Article XVI. Section A language changes
- OCPS Evaluation Framework reset
- Schedule meetings for the summer for the new 2017-18 manual
- Outstanding Proposals
 - Compliance issues:
 - Appendix A-3
 - Appendix A-4
 - Appendix A-6
 - Appendix A-7
 - Appendix A-8
 - Appendix E
 - Salary Article Proposals
 - Work-related Experience, Critical Needs Experience, Private School Experience, Work Experience for Nurses
 - School Psychologist inclusion in Article I
 - School Budget Committee Language
 - Duration

Salary Proposal

Average 2.2% increase (\$17.4M with benefits)

Four different options were presented to CTA

Option 1:

- \$420 cost of living increase to all teachers
- \$1125 base salary increase for Highly Effective which includes the cost of living increase
- \$840 base salary increase for Effective which includes the cost of living increase
- Beginning salary does not change
- No advanced degree supplement increase
- No increase on Supplement Schedule

Option 2:

- \$270 cost of living increase to all teachers
- \$990 base salary increase for Highly Effective which includes the cost of living increase
- \$670 base salary increase for Effective which includes the cost of living increase
- Beginning salary does not change
- No advanced degree supplement increase
- Supplement increase to reflect the full supplement package as recommended by the committee at a cost of \$1.95M

Option 3:

- \$295 cost of living increase to all teachers
- \$1000 base salary increase for Highly Effective which includes the cost of living increase
- \$730 base salary increase for Effective which includes the cost of living increase
- Beginning salary does not change
- No advanced degree supplement increase
- Alternate supplement increase at a cost of \$1.734M (special duty increase to the ratio only for Elementary)

Option 4:

- \$325 cost of living increase to all teachers
- \$1015 base salary increase for Highly Effective which includes the cost of living increase
- \$740 base salary increase for Effective which includes the cost of living increase
- Beginning salary does not change
- No advanced degree supplement increase
- Alternate supplement increase at a cost of \$1.526M (No special duty increase)

CTA caucused and came back to select Option 1. Also, there will be a \$500 one time lump sum payment. The TA was signed and can be seen on the Labor Relations website under Part 2.

School Psychologists will work an 8 hour day with a duty free 25 minute lunch

School Psychologists will be paid advanced degree supplement for which they submit verification

School Psychologists will be credited with prior teaching experience for which they submit verification

Insurance proposal

CTA agreed to the insurance proposal made by the district on June 21. There will be no change to Employee Premiums for any of the 3 plans. Plan A will have a zero premium for employee only, Plans B and C will have a monthly premium of \$37.28. Prescription out of pocket max will increase by \$500, Prescription Copays will increase for Plan A from a minimum of \$30 to a minimum of \$40 on Brand Name drugs, Plan B and C from \$30 to \$40 for Brand Name drugs. The HRA fund in Plan B will decrease from \$750 to \$250. Plan Band C also has changes in the deductible and copayments as well as in the medical out of pocket max.

This became TA # 19 and can be seen on the Labor Relations Website under Part 2.

Supplements and changes to Supplement Handbook

Since CTA and the District agreed to Option #1 there will be limited proposed changes to the Supplement Handbook. Professional Development Services requested changes to scope and duties of the Instructional Coach, The New Teacher Induction Mentor and the Alternative Certification Program Mentor. The Supplement amounts would remain the same.

CTA discussed the issue but wanted more information concerning the changes. No TA signed at this time.

Fringe Benefit Article and Appendix Changes

Beth Curran, Senior Director of Risk Management led the discussion on changes in language needed for the Fringe Benefit Article and the Appendix in part due to the agreement on the Insurance plans discuss prior.

This discussion became TA #30 and can be seen on the Labor Relations website under Part 2.

OCPS Evaluation Reset

The parties had a discussion about scoring. The District proposed moving from a conjunctive scoring model to a rounded average scoring model. Data showed that Instructional Practice scores would improve by 14.17% using this model. This proposal was made TA #17a. This can be seen on the Labor Relation website under Part 2.

CTA and the District have agreed to condense the Evaluation Learning Map for the 2017-18 school year in anticipation of restructuring the Learning Map for future years.

The proposal discussed was to reduce the learning map from 60 elements to 45. In Domain 1, Design Question 6 now has one element, Design Question 2 has 5 elements instead of 8, Deign Question has 6 elements instead of 7, Design Question 4 has 2 elements instead of 3. Design Question 5 has one element with the other 8 incorporated as Evidences. Design Question 7 has 2 elements now instead of 3. The other Domains remain the same. This proposal was made TA #17b. This can be seen on the Labor Relation website under Part 2.

Compliance issues:

- Appendix A-3: proposed to delete, grant is over
- Appendix A-4: proposed to delete, parties did not readdress for the 15-16 or 16-17 school year
- Appendix A-6: no agreement
- Appendix A-7: proposed to delete, Pilot is over
- Appendix A-8: proposed to delete
- Appendix E: brought language in line with other changes in the contract

All issues except Appendix A-6 were made into TA's and can be seen on the Labor Relations website under Part 2.

Other Proposals:

- Salary Article Proposals
 - Work-related Experience
 - Critical Needs Experience
 - Private School Experience
 - Work Experience for Nurses
- School Psychologist inclusion in Article I
- School Budget Committee Language
- Duration

These proposals were made into TA's and can be seen on the Labor Relations website under Part 2.