

# MINUTES

CTA CBLT

CTA Office

August 20, 2021

## In Attendance

Robert Bixler	District	Scott Lindsey	District	James Preusser	District
LeighAnn Blackmore	District	Clinton McCracken	CTA	Mary-Grace Surrena	CTA
Wendy Doromal	CTA				

## Additional Attendees/Guests

Mark Richard	CTA		
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## Minutes

<b>Wendy Doromal</b>	Hello.
<b>James Preusser</b>	Good Morning, Wendy.
<b>Wendy Doromal</b>	Hello.
<b>James Preusser</b>	How are you today?
<b>Wendy Doromal</b>	We're good, how are you?
<b>James Preusser</b>	Doing well. Your tech guy is in the room making some adjustments so I'll wait for him to finish what he's doing. And I don't think Maribel is in here yet.
<b>Wendy Doromal</b>	She's not, Maribel's not here.
<b>James Preusser</b>	Okay, good. I'll wait for him. Christina came in here. He's coming back in.
<b>Mark Richard</b>	Good Morning, Jim. Good Morning everyone.
<b>James Preusser</b>	Good Morning Mark. How are you?
<b>Mark Richard</b>	Good, good, how are you?
<b>James Preusser</b>	Doing well.
<b>Wendy Doromal</b>	I'm not sure what the tech people are doing because we're pretty good here.
<b>James Preusser</b>	Are we good? Okay.
<b>Wendy Doromal</b>	We can see you guys.

<b>James Preusser</b>	<p>Okay. He's doing something on your screen. Yeah, your main screen there, he's fixed now so I think.</p> <p>Alright, so again, thanks for meeting with us this morning. We have reviewed your proposal. We do have a counterproposal, really just adding one other element, it's just an LOU that I'd like to share with you. If you don't mind, LeighAnn can share.</p>
<b>Wendy Doromal</b>	Okay, let me make it possible.
<b>Mark Richard</b>	I want to go on the record...
<b>LeighAnn Blackmore</b>	Jim, which one do you want first?
<b>Wendy Doromal</b>	Okay, I got it.
<b>James Preusser</b>	Do the MOU first.
<b>LeighAnn Blackmore</b>	You didn't get for me quite, Wendy.
<b>Wendy Doromal</b>	I don't know what I'm doing anymore.
<b>Mark Richard</b>	Would somebody screen share.
<b>Wendy Doromal</b>	I think I got it
<b>LeighAnn Blackmore</b>	You did get it. Yay, Wendy. Thank you.
<b>Wendy Doromal</b>	You're welcome.
<b>James Preusser</b>	All right. So we, the \$1,000 as I stated on July 22 <sup>nd</sup> I think we were both in agreement with that proposal the way it reads. I think it's the same. The one thing that I wanted...could you open up the screen a little bit more, and I'll let you guys read through it, obviously. But the one thing at the bottom which we can add if we're in agreement is the payout dates, Wendy. (See Appendix A)
<b>Wendy Doromal</b>	I saw what you wrote on OESPA's.
<b>James Preusser</b>	Well, so what I can put on the bottom, because I had to determine when it could be paid out for you. So our thoughts here would be that we would send it as an emergency item to the board for ratification on Tuesday. And then we could get it paid out to the teachers on September the 15 <sup>th</sup> .
<b>Wendy Doromal</b>	that's okay
<b>James Preusser</b>	So I can update, I'm assuming you don't want to ratify this because it's an MOU, correct?
<b>Mark Richard</b>	Right.
<b>James Preusser</b>	So we can get it paid out by the 15 <sup>th</sup> of September. I can update this document with that date, no problem. Because if I can get to the Board on the 24 <sup>th</sup> as an emergency item, then I can get it to payroll by the 25 <sup>th</sup> or sometime that week and we can get it in the teacher's paycheck of the 15 <sup>th</sup> .
<b>Wendy Doromal</b>	That's awesome, okay.
<b>Mark Richard</b>	That's great.
<b>James Preusser</b>	That's the first item. You have a question Mark?
<b>Mark Richard</b>	Can you just roll it down for a second so we can read it one more time?

<b>James Preusser</b>	Sure, we'll send it to you as well.
<b>Mark Richard</b>	Yeah, but I just, since it's really great that we're agreeing on this going positively, I just want to make sure we, that there's something that we're waiting on.
<b>James Preusser</b>	Yeah, one of the main elements in here Mark and Wendy and team is that we're certainly identifying those that did not receive the \$1,000 bonus from Governor DeSantis. So we're really bifurcating that and separating that out to say that everybody else is included in that. So that would be obviously your other select instructional and your psychologists. They would all get it, there's about, don't quote me on the number, but I think there's about 2,600 or 2,800 employees that did not get it and so we used the May 28 date because that's the last actual date of the contract for the teachers.
<b>Wendy Doromal</b>	Well, is that what the Governor's thing said?
<b>James Preusser</b>	Yeah, yeah. It actually includes more of our date. His was the end of the school year. So I think you're covered. We won't leave anybody out. We're not going to leave anybody out.
<b>LeighAnn Blackmore</b>	Jim, I can expand on that a little. Originally, the Governor said June 2, which was the date that he signed the legislation into law. And if we use June 2, I think he heard from a number of districts across the state that if you use June 2, he would exclude a lot of teachers who either retired or resigned as of their last duty day which occurred prior to June 2 <sup>nd</sup> . So he then modified, the DOE modified the direction to us to a week ago with our last day or June 2 <sup>nd</sup> . And so that's why we moved it back to May 28 <sup>th</sup> .
<b>Mark Richard</b>	So, two questions. To say something will happen on or before May 28 has already passed. This is the third paragraph. It's a little strange, right? It's not critical. It just says the District will be distributed, will or have been distributed. Have we distributed any of this money or no?
<b>James Preusser</b>	No.
<b>Wendy Doromal</b>	No, the Governor did.
<b>Mark Richard</b>	Right, but it says the bonus will be distributed to all eligible on or before May 28. That can't happen. It's already passed.
<b>Wendy Doromal</b>	I think you're reading that wrong...Clinton's face is covering part of it, but it says instructional personnel hired in benefited positions on or before May 28.
<b>Mark Richard</b>	I'm on a different paragraph.
<b>Wendy Doromal</b>	Where are you?
<b>Mark Richard</b>	The paragraph that says this district provided, this district provided \$1,000 will be distributed to all eligible personnel on or May 28 <sup>th</sup> .
<b>James Preusser.</b>	No, you're missing hired in benefited positions on or before May 28 <sup>th</sup> .
<b>Mark Richard</b>	Yeah, you're right. You're right, you're right, I'm wrong.
<b>James Preusser</b>	Okay, and then Mark, at the bottom what I was saying earlier is that we will put in the actual date of payout.

<b>Mark Richard</b>	You got it, I'm wrong. So a question. Is there a reason that we keep saying Governor DeSantis and Florida Legislature, but we don't reference that these are ESSER funds?
<b>James Preusser</b>	These are not, they're not coming out of ESSER funds. It's coming out of, it's coming out of the unassigned fund balance.
<b>Mark Richard</b>	No, I know but I think that what my understanding to be corrected, that that's where they placed the extra monies or no.
<b>James Preusser</b>	No sir. No, this is coming out of the unassigned fund balance directly.
<b>Mark Richard</b>	Okay, okay.
<b>James Preusser</b>	So, ESSER funds are not being used
<b>Mark Richard</b>	I think, Mark, are you saying that Governor DeSantis is using ESSER funds?
<b>James Preusser</b>	Yeah, what he is doing is different. So again, that's why we're bifurcating it, Mark, right. So it says, I don't know what he did for the \$1,000 for full-time classroom teachers. That's what he did.
<b>Mark Richard</b>	I understand. But he got his money from the Feds, that just looks like there's some sort of political thing here to keep...
<b>James Preusser</b>	No, there's no political thing here.
<b>Mark Richard</b>	I've never seen an MOU with a politician's name in it. I'm not going to pull back on it. It just seemed odd.
<b>James Preusser</b>	This is the same, I mean, Wendy alluded to it.
<b>Wendy Doromal</b>	I understand why you're doing this. It's because we are supplementing for those people that did not get a bonus from this Governor, we're giving them, we're agreeing that the District should do that so everyone's equal.
<b>Mark Richard</b>	No, we're supplementing the hole that wasn't covered.
<b>Wendy Doromal</b>	Same like the signed it with OESPA and why they'll give it to every administrator.
<b>Mark Richard</b>	Anyway, this is a very, very good thing. Thank you.
<b>James Preusser</b>	Okay, so when we caucus, we'll modify the document, and I'll send it to you with the dates and signature for myself and you Wendy, and then let me pull up this LOU because I need to make sure that you, I'm sure you'll agree to it.
<b>Mark Richard</b>	And you do feel confident that this is going to get done at the next school board meeting?
<b>James Preusser</b>	Yes sir. I'll make it an emergency item.
<b>Wendy Doromal</b>	Are people allowed to do that because I watched the school board yesterday. It was so confusing. They weren't even letting school board members make emergency items.
<b>James Preusser</b>	Well I have to through the superintendent, Wendy, the superintendent would tier it up to the school board and said this is an emergency item that needs to go on the docket.
<b>Wendy Doromal</b>	So, can school board members make emergency items?

<b>James Preusser</b>	I don't know which emergency item you're referring to.
<b>Wendy Doromal</b>	Like if they want to vote on masks or something.
<b>James Preusser</b>	That's between the school board and the superintendent. I'm not involved with that. So I can't say.
<b>Wendy Doromal</b>	So the superintendent tells the school board what they can do?
<b>James Preusser</b>	Wendy, I didn't say that, I said that that's a conversation...
<b>Wendy Doromal</b>	I'm just trying to clarify because I didn't understand. Listening yesterday, I don't understand how...
<b>James Preusser</b>	To answer, let me answer the question. When there's an agreement, I'm just going to speak relevant to bargaining. When there's an agreement on something and there's an expenditure associated, obviously the board has to ratify that, you know that. So in order to keep from delaying the payout to the teachers, if I don't get it on there emergency item. They're not going to get the paycheck on the 15th. I've got to get it on there by the 24th. Okay, yeah, the board can ratify it, and they can get paid.
<b>Wendy Doromal</b>	Okay. Yep. So I'm looking at this and I don't have a problem with it. Mark, can you look at it?
<b>James Preusser</b>	So this is the LOU. Let me explain it, it's pretty straightforward. All we're saying, and I alluded to this on July 22nd, was that, you know, extracting or pulling this out of the impasse. That's all it says. You're no longer going to have the \$1,000 bonus as part of the impasse. That's all. (See Appendix B)
<b>Mark Richard</b>	Cool. So that makes sense with one thing that has to be understood upon its effectuation, right? So it says this documents our discussion during bargaining regarding the impasse the union agrees to...I think we should say something like the employer is going to, on approval of the board, implement the bonus and at such time the union agrees to withdraw, can you do something like that, Jim? Because I just want to make sure we're doing this outside of bargaining. In other words, it came up in bargaining but now we're going to take it separate, sign it, implement the MOU passively to pay the folks who are covered and then correct, it has to, it's no longer an issue but the way I just want to make sure that is very clear.
<b>James Preusser</b>	Yeah, so there's no let me, let me try to be as clear as I can. Certainly put it on the record because we're obviously bargaining. All we're saying is that when you sign the MOU and refer to the MOU will be signed as a separate document. This is no longer part of the impasse. That's all we're saying. Do I think that the board's not going to not ratify that, but they don't know what's on the docket yet because we're still bargaining. So we're still allowed to bargain even when you're at impasse. And even if we, if we can take and tie certain items, we will pull those items out. All I'm saying is this is no longer an item in the impasse.
<b>Mark Richard</b>	But do you want to say, I'm not pushing back, the union agrees to withdraw the \$1,000 bonus based on your attachment. It's up to you Wendy, upon execution of the, passage of the item by the school board. Or if you just you know.
<b>Wendy Doromal</b>	I'm okay with it.

<b>James Preusser</b>	Yeah, we're not gonna, there's no tricks here.
<b>Mark Richard</b>	I got it, we're fine.
<b>James Preusser</b>	Okay. So we're talking if you like, while we're caucusing, what we'll do is we'll update the bonus document with signature lines on it Wendy, and the date of the payout. And I'll send both of these to you. Who's here in the building, is Christina here and I'll send them to her for printing.
<b>Wendy Doromal</b>	Yeah, Christina is actually there, or Tyler.
<b>James Preusser</b>	Okay, yeah, yeah.
<b>Mark Richard</b>	One thing, I just want to make sure, we'll talk about it in caucus. I'm still having a teeny bit of minor heartburn. But we'll be fine, I'll talk to Wendy.
<b>James Preusser</b>	Okay. Again, there's no hidden agenda here. We just know that, we just want to be able to say okay, hey the \$1,000 is no longer at impasse. Let's take that out of the discussion. I know you'll have that discussion obviously...
<b>Mark Richard</b>	It's out of impasse, we'll sign the MOU that goes to the board to vote.
<b>James Preusser</b>	Alright, if there's nothing else.
<b>Wendy Doromal</b>	Okay. Are you coming back or...
<b>James Preusser</b>	Yeah, yeah, I'll come back.
<b>Mark Richard</b>	What time, 10:30?
<b>Wendy Doromal</b>	How much time do you need to do that. Like, can you just give it to Christina and not go anywhere?
<b>James Preusser</b>	Well, I don't have a printer. So I can email it to Christina and then she can print it and I can sign them.
<b>Wendy Doromal</b>	Let me text them and get someone in there. So there's someone there for you guys.
<b>James Preusser</b>	Okay. Just a few minutes. I do have to update the document, just the one. And then when...
<b>Wendy Doromal</b>	How about you come back in 10 minutes and we'll stay here, how's that?
<b>James Preusser</b>	15, give me 15.
<b>Mark Richard</b>	Wendy, I want to call you.
<b>Wendy Doromal</b>	Oh, okay. I will mute myself and black myself out and say...
CAUCUS	
<b>James Preusser</b>	Hello Wendy, we're back on. Can you hear me okay? Wendy, you're muted I can't hear you.
<b>Wendy Doromal</b>	Alright, we're all here.
<b>James Preusser</b>	So we sent them to you. Christina printed them, I signed them already and she has them in her possession to send to you.
<b>Mark Richard</b>	So, just one thing you said, I just wanted to clear it, so make sure we're on the same wavelength and I know we are. This is all obviously conditioned upon that path like you said passing it.

<b>James Preusser</b>	Yes. I am absolutely certain that the board members will ratify this on Tuesday.
<b>Mark Richard</b>	Okay. Got it.
<b>James Preusser</b>	It's long overdue. So I know they will ratify it because if they don't, then the teachers, then the instructional and psychologists that are left out aren't going to get it by the 15th.
<b>Mark Richard</b>	No, we know that. But if for some reason, if something happened and this MOU, were you, you're going to effectuate the MOU.
<b>James Preusser</b>	Yes, sir.
<b>Mark Richard</b>	I don't want to withdraw something and not have it happen.
<b>James Preusser</b>	Okay, thank you. It's, it's going to happen. I wouldn't have the authority to put it across if the board members didn't know that I was.
<b>Mark Richard</b>	Okay, thank you.
<b>James Preusser</b>	Thank you. So Wendy, I'll hang here and wait for you to get that documentation from Christina and then when she gives me a copy. I think we have an agreement.
<b>Wendy Doromal</b>	Okay. So we can all end this meeting.
<b>James Preusser</b>	And so I'm happy to either caucus, I can wait for Christina to bring it to me once I have the signature, I think we're good to go. But I already signed it, and gave it to her.
<b>Wendy Doromal</b>	You know I said it would help if you gave it to me ahead of time.
<b>Mark Richard</b>	We're not going to give you a break no matter what.
<b>James Preusser</b>	It's okay. I'm fine.
<b>Wendy Doromal</b>	I'm trying to figure out how to do this.
<b>Mark Richard</b>	I guess there are apps now, we have them at the law firm, you have a pretty good stuff now. Electronic signature fixing. And there's even one, go buy a car and you'll see it. They send you everything and you hit buttons with it. It's pretty sophisticated platform.
<b>James Preusser</b>	Yeah, last spring when we were bargaining, you know, I think it was April timeframe. My son helped me sign the document electronically on his iPad because I couldn't get it to work on my laptop.
<b>Mark Richard</b>	There's nothing like my children's generation. They're wired into technology.
<b>James Preusser</b>	Yeah, he heard me struggling with it. He's 21. I'm like, can you please help me with this. He said it can take five seconds.
<b>Mark Richard</b>	I wonder what they said about that, our lack of skill.
<b>James Preusser</b>	I still like paper I have paper in front of me, right now. Paper and pen.
<b>Mark Richard</b>	It sure does. There will there be a day when we are completely paperless.
<b>James Preusser</b>	Maybe.
<b>Wendy Doromal</b>	I'm just checking. Because there's two different signatures. If I did it. Hang on. Okay. I'm going to send this to, who do you want me to send it to, just you and LeighAnn?

<b>James Preusser</b>	Myself, LeighAnn and Scott will be fine. That will be fine. And once I have it, I think we are finished for the day, Wendy, but I do appreciate you meeting with us today and that we could come to agreement.
<b>Wendy Doromal</b>	We could have done this a different way, easier like we did before. Scott and Mark, right, Mark, Lucia. Alright. I hope I did it right. You better look at it before we proceed.
<b>James Preusser</b>	Still waiting. Don't have it yet.
<b>Wendy Doromal</b>	You know, cuz I don't know what...
<b>James Preusser</b>	It's okay. It's alright. I told you that's why I got my son to help that one day because a lot better ways to do things.
<b>Wendy Doromal</b>	Mark, did you get it?
<b>James Preusser</b>	I don't have it either.
<b>Mark Richard</b>	I got it. Yeah, I'm a little bit better.
<b>James Preusser</b>	I got it. I just got it.
<b>Mark Richard</b>	I'm better at this IT stuff than Jim. I'm just, I'm just saying.
<b>Wendy Doromal</b>	No, it's because he's at the union.
<b>Mark Richard</b>	I just got it, and you're fumbling around.
<b>James Preusser</b>	What can I say, Mark. Alright, Wendy, I do have it, your signatures are on both. I think we're good to go. And thank you for signing these today.
<b>Wendy Doromal</b>	Okay, and I just want to ask a question. Can we please have all the memorandums that are being sent to principals. Some principals share the information, some don't and it's putting CTA in a bad position because we don't know what they're talking about.
<b>James Preusser</b>	When I go back to the office, I'll ask for those.
<b>Wendy Doromal</b>	And I asked Maria Vazquez because we saw some in the school board packet but some that teachers sent us were not included in there. It's causing confusion.
<b>James Preusser.</b>	I will ask, I will ask when I go back.
<b>Wendy Doromal</b>	Thank you. I'll them to you this afternoon. Thank you very much. Have a good day.
<b>Mark Richard</b>	Thanks, James.
<b>Wendy Doromal</b>	You, too. Bye bye. Thanks. Okay. Mark, I'm going to the other caucus.



# Appendix A

**MEMORANDUM OF UNDERSTANDING #4**  
**Bonus for Select Instructional Employees**  
**August 20, 2021**

The Orange County Classroom Teachers Association, the Orange County School Board and the Superintendent recognize and value the work performed by the instructional employees of Orange County Public Schools and wish to demonstrate their appreciation by awarding select instructional personnel with a one-time bonus in the amount of \$1,000 per select instructional employee.

Governor Ron DeSantis and the Florida Legislature provided a \$1,000 bonus for full-time classroom teachers. This bonus excluded many of our valued instructional employees and we wish to recognize them as well. This district-provided bonus is limited to those members of the bargaining unit not included in the bonus provided by Governor DeSantis and the Florida Legislature.

This district-provided \$1,000 bonus will be distributed to all eligible, instructional personnel hired in benefited positions on or before May 28, 2021, who are not included in the bonus provided by Governor DeSantis and the Florida Legislature. All eligible, instructional personnel must have an active employment status on the date the bonus is paid. Those employees who retire between the date of execution of the Memorandum of Understanding and date of payout who otherwise are eligible to receive the bonus will be included.

The bonus is to be paid on the September 15, 2021, paycheck.

For School Board of Orange County, Florida:

For Orange County Classroom Teachers  
Association:

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James Preusser  
Senior Executive Director, Human Resources

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Wendy L. Doromal  
President

# Appendix B



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August 20, 2021

Ms. Wendy L. Doromal, President  
Orange County Classroom Teachers Association  
1020 Webster Avenue  
Orlando, FL 32804

Dear Ms. Doromal:

RE: Resolution of Impasse Regarding \$1,000 Bonus for Select Instructional Employees

Dear Wendy:

Pursuant to our discussion on August 20, 2021, the School Board of Orange County, Florida (hereinafter the "District") provides this Letter of Understanding (LOU) to the Orange County Classroom Teachers Association (hereinafter the "Union"). This document memorializes our discussion during bargaining regarding the impasse declared by the Union on July 22, 2021. The Union agrees to withdraw the \$1,000 Bonus for Select Instructional Employees from the impasse based on the attached memorandum of understanding:

- Memorandum of Understanding #4 – Bonus for Select Instructional Employees

Regards,

James Preusser  
Senior Executive Director  
Human Resources Division

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Union

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Date:

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District

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Date: