

Bargaining Minutes
APRIL 26, 2017
CTA OFFICE

Attending:

Maribel Aponte	CTA	Bill Floyd	District	Megan Oates	CTA
David Azzarito	District	Andy Ford	CTA	Clay Phillips	CTA
LeighAnn Blackmore	District	Theresa Harter-Miles	District	Kenrick Pratt	CTA
David Cintron	CTA	Alex Heidelberg	District	Krista Russell	District
Doreen Concolino	District	Sharon Leonard	CTA	Patricia Walker	District
Albert Davies	CTA	Lisa Marie Lewis	CTA	Tom Winters	CTA
Wendy Doromal	CTA	Michael Marzano	CTA	Stephanie Wyka	District
Jason Duke	District	Phyllis Mills	CTA	Rea Xenja	CTA

- Guests: Stephanie Heron from Employment Services, Beth Curran from Risk Management
- Observers: Elizabeth Silva from Compensation Services, Christina Kenard from Risk Management, Ron Pollard, President of OESPA
- Gatekeeper: Albert Davies and Patricia Walker

Agenda:

- Insurance
 - Discussion of scenarios
 - Mental Health
- Carver Middle School Pilot Proposal
- Contract Compliance
 - Appendix B – Holidays
 - Appendix E – Registered Nurses
 - Appendix A-8 – Target Focus and Priority Schools
- Evaluation
 - Deliberate Practice proposal
 - Annual Contract language
 - Due Dates language proposal (delayed until next meeting)
- Supplements (delayed until next meeting)
 - Report from committee
 - Schedule Realignment
 - New Supplements
 - Costing
- Salaries (delayed until next meeting)
 - Work related experience (Article XVI. Section H.2.a.)
 - Critical Needs work related experience (Article XVI. Section H.2.f)
 - Private School experience (Article XVI. Section H.1.c.)
 - Nursing experience (Appendix E, Section F)

The CBLT welcomed Andy Ford, the newly appointed Interim Executive Director for the Orange UniServ.

Note: All Documents from the CBLT meeting are attached at the end of these minutes.

Mental Health

Ms. Doromal spoke of an incident involving a teacher whose dependent is going to school in Georgia and needed services. She was told that there were no provisions for service out of the network and her dependent would have to come to Orlando Behavioral Health. This was not practical since returning to Orlando would be out of the question. Ms. Curran said that this was a problem as services are only offered through OBH. Along with this issue, Ms. Doromal stated that she receives several complaints about the availability of services for teachers after the workday. Ms. Curran said we would have to issue a Request for Proposal (RFP) and companies would have to bid. The team agreed to have the Fringe Benefits Committee meet in May to discuss a possible RFP. Meanwhile, information concerning OBH will be part of the next Benefits Bulletin.

Insurance Plan Scenarios

Beth Curran, Senior Director, Risk Management prepared three different scenarios for changes to the insurance plan. The Health Care Trust is expected to have a \$22M or shortfall for plan year 2017-18 if changes are not made. This is a 10.9% deficit. Ms. Curran explained that there are basically three ways to make changes to the plans, 1) Increase funding, 2) Decrease Benefits, 3) A combination of increasing funding and decreasing benefits.

The first scenario was suggested by Mr. Pratt during an insurance discussion at an OESPA bargaining session. Plan B which is the HRA plan has its out of pocket max getting very close to the limit imposed with the Affordable Care Act. If this happens, a "Cadillac tax" would be imposed and would be very costly to the District. Mr. Pratt asked would happen if the three options in the plan were condensed into two. That analysis is in scenario 1, page 5 of Document #1.

The second scenario looked at the Board contributing the contractual requirement of 10%. No plan changes were made, however premiums had to be increased to cover the remaining .9% for the employee only plan and dependent premiums were increased by the full 10.9% See page 6 of Document #1.

The third scenario looked at making intensive plan changes with no changes in premium costs. See page 7 of Document #1.

After much discussion, members of the CBLT asked to look at other scenarios. These were explained and members used a template to see the changes. Those scenarios are included with the presentation as pages 8, 9 and 10 of Document #1.

Contract Compliance

Appendix B – Holidays: Ms. Russell distributed information for a proposal to update Appendix B. Members of the CBLT suggested that we list the actual holidays, not the dates. The original proposal was edited for such and it was made TA # 12 (Document 2)

Appendix E – Registered Nurses: Ms. Russell distributed updates to the RN appendix. Articles X and XVI have had some new language added over the past few years and the citations in the appendix needed to

be changed to those new citations. CTA will review the document and the CBLT will address this at the next meeting.

Appendix A-8 – Ms. Russell stated that the language here is obsolete due to the new Appendix A-6 which outlines an annual supplement of \$1500 paid bi-weekly and an additional amount of \$1100 funded by Title I to be paid bi-weekly. Ms. Russell asked CTA to review and the CBLT will address this at the next meeting.

Evaluation

- **Deliberate Practice**

After the March 15 CBLT meeting, Ms. Dormal and Ms. Aponte edited their original Deliberate Practice proposal. This new proposal would take Developing from 0 to .2, Beginning from -.1 to a .1 and Not Using from a -.2 to a -.1. The District accepted this proposal, however, the District incorporate the language into MOU #3/TA #2 signed on September 16, 2016. An important component in this new language is that an overall not using score can only be given to a teacher if the teacher does not complete all three components of the DP plan. This new language became TA #11. (Document 3)

- **Annual Contract Language**

CTA had discussed in an earlier bargaining session that all effective annual contract teachers should be reappointed if the annual contract teacher does not have to be cut for budget purposes. See Article X.Section E.6. The District deferred comment until we know the outcome of Senate Bill 373.

Salary

- **CTA Salary Proposal**

CTA proposed a 1-year salary increase for instructional employees for the 2017-18 school year

- Highly Effective instructional employees to receive \$3,500
- Effective instructional employees to receive \$2,250
- Cost of living adjustment (across the board) for all employees: \$1,500

Mr. Pratt said the estimated cost of the proposal was between \$55 million and \$60 million. Compensation Services will cost the proposal to verify. This proposal is Document 4.

As this session was a half-day session, all of the agenda items were not addressed and will be included for addition on the agenda for our next session.

The next bargaining session will be Friday, May 12, 2017 at Mid Florida Tech

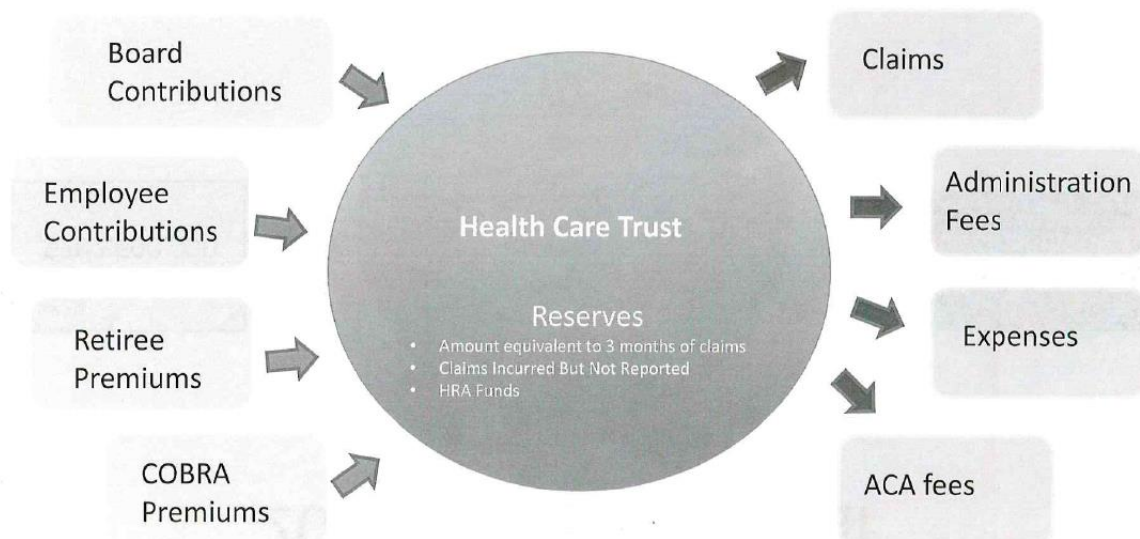
Contributions

Annual Board Contribution Per Employee			
2013-2014	2014-2015	2015-2016	2016-2017
\$7,457	\$7,830	\$8,146	\$8,146

Annual Employee Contributions (Plan B and Plan C)			
2013-2014	2014-2015	2015-2016	2016-2017
\$372.80	\$372.80	\$372.80	\$372.80

Plan A (Local Plus Plan) has a \$0 employee contribution

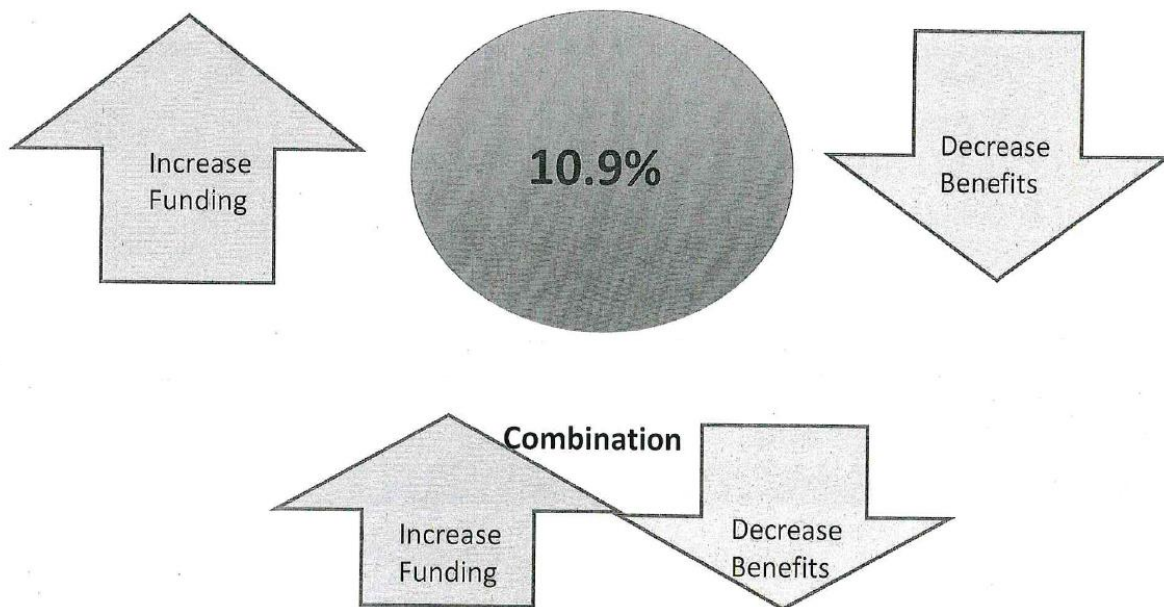
OCPS Employee Benefit Trust



2017-2018 Renewal



2017-2018 Renewal



Scenario 1 – Eliminate Plan B (HRA)

Monthly Rates (10 month)	Plan A (Local Plus)		Plan B (HRA)		Plan C (OAPIN)	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0	\$0	\$37.28	N/A	\$37.28	\$54.48
Employee & Child(ren)	\$50	\$54.41	\$575.84	N/A	\$350.50	\$400.46
Employee & Spouse/DP	\$250	\$272.06	\$767.14	N/A	\$559.28	\$631.08
Employee & Family	\$300	\$326.08	\$1,017.17	N/A	\$754.08	\$846.26
Plan Changes	RX MOOP \$500 to \$1000		Eliminate Plan B		RX MOOP \$500 to \$1000	
	RX Tier 2 \$30 to \$40				RX Tier 2 \$30 to \$40	
					Med Deductible \$0 to \$100	
					Add OON Network \$4,000 Ded; 30% Coinsurance; \$7,000 MOOP	

Scenario 2 – 10% Increase for Board Contribution Employee Only

Monthly Rates (10 month)	Plan A - Local Plus (No premium changes)		Plan B - HRA		Plan C - OAPIN	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0.00	\$0.00	\$37.28	\$40.49	\$37.28	\$40.49
Employee & Child(ren)	\$50.00	\$50.00	\$575.84	\$625.37	\$350.50	\$380.65
Employee & Spouse/DP	\$250.00	\$250.00	\$767.14	\$873.61	\$559.28	\$607.39
Employee & Family	\$300.00	\$300.00	\$1,017.17	\$1,105.24	\$754.08	\$818.94
Plan Changes	None		None		None	

Scenario 3 – Plan Changes

Monthly Rates (10 month)	Plan A – Local Plus		Plan B - HRA		Plan C - OAPIN	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0.00	\$0.00	\$ 37.28	\$ 37.28	\$37.28	\$ 37.28
Employee & Child(ren)	\$50.00	\$50.44	\$575.84	\$594.69	\$350.50	\$361.46
Employee & Spouse/DP	\$250.00	\$257.44	\$767.14	\$831.27	\$559.28	\$577.55
Employee & Family	\$300.00	\$309.19	\$1,017.17	\$1,052.01	\$754.08	\$779.16
Plan Changes	RX MOOP \$500 to \$1000		RX MOOP \$500 to \$1000		RX MOOP \$500 to \$1000	
	RX Tier 2 \$30 to \$40		RX Tier 2 \$30 to \$40		RX Tier 2 \$30 to \$40	
			Med Ded \$1,500 to \$2,000		Med Ded \$0 to \$100	
			Med MOOP \$3,000 to \$4,500		Med MOOP \$3,500 to \$4,500	
			Coinsurance from 10% to 20%		Office Visit \$20/\$40 to \$25/\$45	
			Office Visit \$20/\$40/\$60 to \$25/\$45/\$65			
			HRA from \$750 to \$250			

Suggestion from CTA members

Scenario A – 10+% Contribution

Monthly Rates (10 month)	Plan A - Local Plus (No premium changes)		Plan B - HRA		Plan C - OAPIN	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0.00	\$0.00	\$37.28	\$38.89	\$37.28	\$38.89
Employee & Child(ren)	\$50.00	\$50.00	\$575.84	\$600.61	\$350.50	\$365.58
Employee & Spouse/DP	\$250.00	\$250.00	\$767.14	\$839.02	\$559.28	\$583.34
Employee & Family	\$300.00	\$300.00	\$1,017.17	\$1,061.47	\$754.08	\$786.51
Plan Changes	None		None		None	

Scenario B – No contribution increases

Monthly Rates (10 month)	Plan A (Local Plus)		Plan B (HRA)		Plan C (OAPIN)	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0	\$0	\$37.28	\$37.28	\$37.28	\$37.28
Employee & Child(ren)	\$50	\$50	\$575.84	\$575.84	\$350.50	\$350.50
Employee & Spouse/DP	\$250	\$250	\$767.14	\$767.14	\$559.28	\$559.28
Employee & Family	\$300	\$300	\$1,017.17	\$1,017.17	\$754.08	\$754.08
Plan Changes	RX MOOP \$500 to \$750		HRA \$750 to \$250		RX MOOP \$500 to \$750	
	RX Tier 2 \$30 to \$40		RX MOOP \$500 to \$750		RX Tier 2 \$30 to \$40	
			RX Tier 2 \$30 to \$40		Med Deductible \$0 to \$350	
			Med Ded \$1,500 to \$1,000		Med MOOP \$3,000 to \$4,000	
			Med MOOP \$3,000 to \$4,000			

TA #12

Proposal

April 26, 2017

Appendix B – Holidays and Vacation Days for SY 17-18 and 18-19

New Language

Paid Holidays and Vacation Days 2017-18, 2018-19

Ten and Eleven Month Employees:

Holiday
Labor Day
Thanksgiving (2)
New Year's Day
Martin Luther King, Jr. Day
Memorial Day

Twelve Month Employees:

Holiday
Independence Day
Labor Day
Thanksgiving (2)
Winter Holidays

Additional Vacation Days for Twelve Month Employees:

New Year's Day
Martin Luther King Jr. Day
Memorial Day

If a holiday or paid day off occurs on a Saturday, employees will celebrate the holiday on the Friday immediately before the Saturday holiday. If a holiday or paid day off occurs on a Sunday, employees will celebrate the holiday on the Monday immediately following the Sunday holiday. If a two-day holiday or paid day off occurs on a Saturday and a Sunday, the employee will celebrate the holidays on both the Friday immediately before and the Monday immediately following the Saturday/Sunday holidays.

Michael Marza

Cheryl & Doreen
Henrick A. Pratt
Krista Burrell
Theresa Harter Mies
D. J. Al
Cheryl Blackmore
Stephanie Wiles
Jason Duke
Doreen Conner
W. J.
Alex Heideberg
Megan Oates
Thomas Winters
Sharon Leonard
Phyllis Miller
Lee T. Kays
Maubel Aponte
AMC

MS

Document 3

TA #11

Deliberate Practice Proposal

Beginning Language from the MOU #3, TA #2 signed Sept 28, 2016

April 26, 2017

ARTICLE X.

D. Provisions for Deliberate Practice

3. The highest Deliberate Practice rating for the targeted element from any observation will be averaged with ratings for elements 53 and 54 of Domain 3 (element 26 and 27 of Domain 3 on the non-classroom instructional personnel observation form) to determine the overall Deliberate Practice score.

4. The following scoring method shall be used to determine the Deliberate Practice Score:

- Innovating = +.4
- Applying = +.3
- Developing = +.2
- Beginning = +.1
- Not Using = -.1

The scores above shall be used in the Deliberate Practice formula referenced in Section D.2. Prior to receiving the overall Deliberate Practice score, instructional personnel must complete the Deliberate Practice Plan with three pieces of evidence documented. The deadline for completing the Deliberate Practice Plan is April 15. If the plan is not completed, the result shall be a rating of Not Use for element 54 of Domain 3 (element 27 of Domain 3 on the non-classroom instructional personnel form) the Deliberate Practice score. An overall 'Not Using' score will only be given to teachers who do not complete all three components of the Deliberate Practice Plan. Deliberate Practice observations may be conducted until the May 1 deadline.

W. L. Doromal -
Kennick A. Pratt
Acht 
Chp 
Michael Maizer 
M. L. S. 
Mairbel Aponte
Rea T. Kays
Doreen Flomuk
By 2 Kelli 
Sharon Leonard
Thomas E. Kinters
Megan Carter
Alex Heidelberg
Jason Duke 
Stephnie Ulla
Theresa Hightower
Klunel

Document 4
CTA Salary Proposal

April 26, 2017

CTA Salary Proposal

1-year salary increase to instructional employees for 2017-18 fiscal year.

A summary of the Proposal is as follows:

- Instructional employees who are rated Highly Effective shall receive \$3500.00
- Instructional employees who are rated Effective shall receive \$2,250.00
- All instructional employees shall receive a cost of living adjustment of \$1500.00 (ATB)