

Bargaining Minutes
AUGUST 1, 2017 AND AUGUST 2, 2017
CTA OFFICE

August 1, 2017

Attending:

Maribel Aponte	CTA	Phyllis Mills	CTA
David Azzarito	District	Megan Oates	CTA
LeighAnn Blackmore	District	Kenneth Pratt	CTA
Albert Davies	CTA	Krista Russell	District
Wendy Doromal	CTA	Patricia Walker	District
Jason Duke	District		

Agenda:

- List of Schools for the Targeted Schools Supplement
- Proposal for Whole School Transformation, Recruitment and Retention Supplement
- Electronic Signatures for Authorization forms for dues deductions
- Tutoring for General Knowledge Test (informational item)

List of Schools for the Targeted Schools Supplement

The district has identified the schools for the Targeted Schools Supplement.

New Schools:

- Academic Center for Excellence
- Gateway School
- Lake Weston Elementary*
- Lockhart Elementary*
- Positive Pathways
- Rosemont Elementary*
- Tangelo Park*

Schools staying on the list:

- Catalina Elementary*
- Eccleston Elementary
- Evans High
- Ivey Lane Elementary
- Jones High
- Meadowbrook Middle
- Mollie Ray Elementary
- Memorial Middle*
- Oak Ridge High

- Orlo Vista Elementary
- Pine Hills Elementary
- Ridgewood Park Elementary
- Rock Lake Elementary
- Rolling Hills Elementary
- Shingle Creek Elementary
- Washington Shores Elementary

Schools coming off the list:

- Cypress Park Elementary
- Eagles Nest Elementary
- Hungerford Elementary
- Lancaster Elementary
- Orange Center Elementary
- Palmetto Elementary
- Sadler Elementary
- Wheatley Elementary

*Six of these schools will be a part of a grant proposal to the Florida Department of Education. (See the next topic for more information) If any or all of these schools are granted the award, the schools shall not be eligible for the supplement as of the date the award is granted.

This proposal was made TA #35 and is available to see on the Labor Relations website under Part 3. It will be Appendix A-4 in the contract.

Proposal for Whole School Transformation, Recruitment and Retention Supplement

The district proposed a recruitment and retention supplement for six schools in order to qualify for a grant from the Florida Department of Education. This grant, if awarded, will fund implementation of Turnaround Option Plans (TOP Phase III) for the schools. The schools are: Memorial Middle, Lake Weston Elementary, Catalina Elementary, Tangelo Park Elementary, Rosemont Elementary and Lockhart Elementary. Funds are to be awarded by October 1, 2017. Funding is contingent upon receiving the grant. If any of the schools are awarded the grant, teachers will be paid retroactively to the teacher's start date of the school year 2017-18.

If granted, teachers will receive an annual supplement of \$20,000 paid biweekly.

The MOU is modeled after the Carver MOU. Teachers must maintain a summative evaluation rating of no less than effective to remain at the school. No teacher who receives needs improvement or unsatisfactory student learning growth scores shall be permitted to teach at the schools. Teachers will have an 8 hour duty day, with a 25 minute duty free lunch. The additional 30 minutes is for teacher planning at the beginning of the duty day.

The District shall have the discretion to transfer any teacher out of the school(s) at any time. Teachers may voluntarily transfer out of the school(s) at any time. The District shall make a reasonable effort to

transfer the teacher to a position in close proximity to their current school. Transfers shall be in conjunction with provisions in Article IX. Sections A and B. The supplement (if granted) is for the 2017-18 school year only.

This proposal became MOU #13/TA #36 and is available to see on the Labor Relations website under Part 3.

Electronic Signatures for Authorization forms for dues deductions

Per Florida Statutes 668.002 and 668.003 (4), CTA would like to use electronic signatures on authorization forms for dues deductions. CTA proposed for Article V. Section A.1: Authorization forms shall be personally or electronically signed by each employee requesting dues deductions. This proposal became TA #37 and is available to see on the Labor Relations website under Part 3.

Tutoring for General Knowledge Test

The District had around 100 teachers who were not able to pass the General Knowledge Test and had to be terminated from their position for the 2017-18 school year. The District has contracted with a company to provide tutoring of the GK test for those teachers and current new teachers. Sessions will be held twice a month on Tuesdays and Saturdays at the ELC. Flyers will be made and distributed and the District would like for CTA to help us get the word out to teachers.

August 2, 2017

Attending:

Maribel Aponte	CTA	Ron Pilgrim	District
LeighAnn Blackmore	District	Kenneth Pratt	CTA
Doreen Concolino	District	Krista Russell	District
Wendy Doromal	CTA	Patricia Walker	District
Jason Duke	District	Windy Wing	CTA
Phyllis Mills	CTA	Stephanie Wyka	District

Agenda:

- Proposal for Whole School Transformation, Recruitment and Retention Supplement
 - Begin School Year with Memorial receiving the Supplement

The District would like to begin funding the \$20,000 annual supplement for teachers at Memorial Middle school. The supplement would be paid with roll over funds from Title I. If Memorial receives the grant, then funding would come from the grant. District officials are fairly positive that Memorial will qualify and receive the grant from FLDOE. The money will not be coming from the fund balance.

The District supplied proposed language and CTA caucused to discuss the proposal.

CTA accepted the proposal and the addendum to MOU #13, TA #36 was agreed upon and signed. The addendum is available to see on the Labor Relations website under Part 3.