Bargaining Minutes JUNE 21, 2017 CTA OFFICE

Attending:

| Maribel Aponte | СТА | Bill Floyd | District | Mary-Grace Surrena | CTA |
|--------------------|----------|------------------|----------|--------------------|----------|
| David Azzarito | District | Gloria Fernandez | District | Patricia Walker | District |
| LeighAnn Blackmore | District | Phyllis Mills | CTA | Tom Winters | CTA |
| Wendy Doromal | CTA | Ron Pilgrim | District | Stephanie Wyka | District |
| Jason Duke | District | Kenrick Pratt | CTA | Rea Xenja | CTA |
| | | Krista Russell | District | | |

 Guests: Beth Curran from Risk Management, Elizabeth Silver from Compensation, Dr. Bridget Williams, Chief of Staff

Agenda

- Salary and Insurance Proposal
- OCPS Evaluation Framework Reset

Salary and Insurance Proposal

After meeting with the Board last week in Executive Session, the District is proposing a salary increase of 2.2% which is contingent upon the last insurance proposal. The insurance proposal costs the district 3.5%, the other deficit is made up through plan changes. The District also tried to keep dependent and family premium costs from making a dramatic increase. There are changes in prescription drugs and maximum out of pocket expenses for medical and pharmacy. Please see Document #1 and #2.

The initial conference report indicated a statewide increase of .34% per FTE and an increase to OCPS funding per student of .40%. However, the special session resulted in a statewide increase of 1.39% per FTE and an increase of 1.5% FTE.

The District did not offer a proposal initially for the 2.2% salary increase, but offered to work on scenarios with CTA. With no across the board increase, and no increases to supplements, the performance pay for Highly Effective teachers would be around \$1150 and for Effective teachers would be around \$820.

The District presented this scenario after a request to do so from CTA:

- 2.2% increase (17.4M with beenfits) increase to payroll for overall base salary
- \$420 cost of living increase in base salary for all teachers
- \$1125 base salary increase for all teachers receiving a highly effective rating which includes the \$420 cost of living increase
- \$840 base salary increase for all teachers receiving an effective rating which includes the \$420 cost of living increase
- Beginning salary will not change

- No advanced degree supplement increase
- No increase on Supplement schedule

CTA countered with:

- 2.2% increase (17.4M with benefits) increase to payroll for overall base salary
- \$420 cost of living increase in base salary for all teachers
- \$1125 base salary increase for all teachers receiving a highly effective rating which includes the \$420 cost of living increase
- \$840 base salary increase for all teachers receiving an effective rating which includes the \$420 cost of living increase
- Beginning salary will not change
- One time bonus of \$1000 for every teacher
- Psychologists work 8 hour day with ½ hour lunch
- Psychologists will be paid advanced degree supplements in accordance with CBA
- Psychologists with classroom teaching experience will be awarded those years
- No advanced degree supplement increase
- Wants some money for supplement increase

After much discussion, CTA proposed some changes to the insurance plan. Please see document #3

OCPS Evaluation Framework reset

This spring, Wendy Doromal, Stephanie Wyka, Krista Russell attended a Florida Association of District School Superintendents meeting with Dr. Jenkins. LSI presented information about a new focused evaluation tool. In a subsequent follow up meeting with Dr. Jenkins, we all determined that we would like to build a bridge for 2017-18 towards a more condensed evaluation tool.

Ms. Wyka proposed a new learning map and proposed a new scoring method for evaluations. Please see documents 4 and 5.

Document #1

| | Н | lealth Insur 2016 | ance Rene /2017 | wal 2017/2 | 018 2017/2018 | 3 | |
|--------|-----------------------|----------------------|--|-----------------------|------------------|------|---------|
| | | Employee Cost | | Total 2017/18 Cost | Employee Cost | | ncrease |
| | Plan / | A - Local Plus | s (5,349 Em | ployees; 12, | 149 Member | rs) | |
| | Employee Only | \$0.00 | \$814.60 | \$843.11 | \$0.00 | | \$0.00 |
| Plan A | Employee + Child(ren) | \$50.00 | \$864.60 | \$894.86 | \$50.44 | O | \$0.44 |
| | Employee + Spouse | \$250.00 | \$1,064.60 | \$1,101.86 | \$257.44 | 0 | \$7.44 |
| | Employee + Family | \$300.00 | 74 E-32 (19 5) 59 59 59 59 | | \$309.19 | 0 | \$9.19 |
| | PI | an B - HRA (| 2,944 Emplo | yees; 3,628 | Members) | | |
| | Employee Only | \$37.28 | \$851.88 | \$881.70 | \$37.28 | | \$0.00 |
| Plan B | Employee + Child(ren) | \$575.84 | \$1,390.44 | \$1,439.11 | \$594.69 | | \$18.85 |
| | Employee + Spouse | \$804.42 | \$1,619.02 | \$1,675.69 | \$831.27 | | \$26.85 |
| | Employee + Family | \$1,017.70 | Approximation of the same of t | * - * | | | \$34.31 |
| | Plan C | - OAPIN Plan | n (12,471 En | iployees; 18 | 3,243 Membe | ers) | |
| | Employee Only | \$37.28 | \$851.88 | \$881.70 | \$37.28 | | \$0.00 |
| Plan C | Employee + Child(ren) | \$350.50 | \$1,165.10 | \$1,205.88 | \$361.46 | | \$10.96 |
| | Employee + Spouse | \$559.28 | \$1,373.88 | \$1,421.97 | \$577.55 | | \$18.27 |
| | Employee + Family | \$754.08 | \$1,568.68 | \$1,623.58 | \$779.16 | | \$25.08 |

Proposed Plan Changes

Plan B

Plan C

Plan A RX MOOP \$500 to \$1000 RX Tier 2 \$30 to \$40 >

RX MOOP \$500 to \$1000 RX Tier 2 \$30 to \$40 Med Ded \$1,500 to \$2,000 RX MOOP \$500 to \$1000 RX Tier 2 \$30 to \$40 Med Ded \$0 to \$100

Med MOOP \$3,000 to \$4,500 Coinsurance from 10% to 20% Med MOOP \$3,500 to \$4,500 Office Visit \$20/\$40 to \$25/\$45

HRA from \$750 to \$250

Office Visits \$20/\$40/\$60 to \$30/\$45/\$65

to CHA 66/17

. J F

to CTA 6/2/17

| | | H | Health Insura | nce Renewal 10/01/2017 - | 09/30/2018 | | | 6/ | 0/17 |
|--------------------------------|-----------------------------|--------------------------|---------------|---|----------------------|-----------|-----------------|--------------------|-----------|
| | 2016/2017 | 2017/2 | 2018 | 2016/2017 | 2017/2 | 018 | 2016/2017 | 2017/2 | 2018 |
| | Local Plus* | Local I | Plus* | HRA (In/Out Network) | HRA (In/Out | Network) | OAPIN | OAP | IN |
| Deductible (Individual/Family) | \$250/\$500 | \$250/\$ | 5500 | \$1,500/\$3,000 | \$2,000/\$ | 4,000 | \$0 | \$100/\$ | 200 |
| Coinsurance | 10% after deductible | 10% after d | eductible | 10% after deductible | 20% after d | eductible | 20% | 20% after d | eductible |
| Medical Out of Pocket Max | \$5,000/\$10,000 | \$5,000/\$ | 10,000 | \$3,000/\$6,000 | \$4,500/\$ | 9,000 | \$3,500/\$7,000 | \$4,500/\$ | 9,000 |
| RX Out of Pocket Max | \$500/\$1,000 | \$1,000/\$ | 2,000 | \$500/\$1,000 | \$1,000/\$ | 2,000 | \$500/\$1,000 | \$1,000/\$ | 2,000 |
| MH Out of Pocket Max | \$500/\$1,000 | \$500/\$ | 1,000 | \$500/\$1,000 | \$500/\$ | ,000 | \$500/\$1,000 | \$500/\$1 | 1,000 |
| PCP/Specialist Copays | \$20/\$35 | \$20/\$ | 35 | \$25/\$40**/\$60 | \$30/\$45 | **/\$65 | \$20/\$40 | \$25/\$ | 45 |
| Hospitalization | 10% after deductible | 10% after d | eductible | 10% after deductible | 20% after d | eductible | 20% | 20% after d | eductible |
| RX Copays - Retail | | i | | | i | | | | |
| Generic | \$7 | \$7 | | \$7 | \$7 | | \$7 \$7 | | |
| Brand Name - Preferred | 10%, minimum of \$30 | 10%, minim | um of \$40 | \$30 | \$40 | | \$30 | \$40 | |
| Specialty | 10%, minimum of \$75 | 10%, minim | um of \$75 | \$75 | \$75 | | \$75 | \$75 | 5 |
| HRA Fund | N/A | l N/A | 4 | \$750 | \$250 | | N/A | i N/A | 4 |
| Out of Network | | i | | | i | | | i | |
| Deductible | N/A | N/A | 4 | \$3,000/\$6,000 | \$3,000/\$6,000 | | N/A | N/A | |
| Out of Pocket | N/A | N/A | 4 | \$6,000/\$12,000 | \$9,000/\$ | 18,000 | N/A | N/A | 4 |
| Coinsurance | N/A | . N/A | 4 | 30%, after deductible | 30%, after d | eductible | N/A | N/A | \ |
| Cost Per Month (10 Months) | EE Contribution | EE Contribution | Increase | EE Contribution | EE Contribution | Increase | EE Contribution | EE Contribution | Increase |
| Employee Only | \$0.00 | \$0.00 | \$0.00 | \$37.28 | \$37.28 | \$0.00 | \$37.28 | \$37.28 | \$0.00 |
| Employee + Child(ren) | \$50.00 | \$50.44 | \$0.44 | \$575.84 | \$594.69 | \$18.85 | \$350.50 | \$361.46 | \$10.96 |
| Employee + Spouse | \$250.00 | \$257.44 | \$7.44 | \$804.42 | \$831.27 | \$26.85 | \$559.28 | \$577.55 | \$18.27 |
| Employee + Family | \$300.00 | \$309.19 | \$9.19 | \$1,017.70 | \$1,052.01 | \$34.31 | \$754.08 | \$779.16 | \$25.08 |
| | * Must meet deductible a | before copays/co pply | oinsurance | ** Cigna Care Network Specialist copayment; Non- CCN Specialist copay is the higher amount | | | | | |

This is a guide to your plans. This schedule does not include all provisions of your benefit plans.

Document #3

Health Insurance Renewal 10/01/2017 - 09/30/2018

| Red: District Proposal | Purple: 0 | TA Proposal | | | | | | | | |
|--------------------------------|----------------------------|----------------------|---------------|--------|---|--------------------|------------|-----------------|------------------------|-----------|
| | 2016/2017 | 2017/2 | 018 | | 2016/2017 | 2017/2 | .018 | 2016/2017 | 2017/2 | 018 |
| | Local Plus* | Local F | Plus* | | HRA (In/Out Network) | HRA (In/Out | Network) | OAPIN | OAP | IN |
| Deductible (Individual/Family) | \$250/\$500 | \$250/\$ | 500 | | \$1,500/\$3,000 | \$2,000/\$ | 4,000 | \$0 | \$100/\$ | 200 |
| Coinsurance | 10% after deductible | 10% after d | eductible | | 10% after deductible | 10% after d | | 20% | 20% after d | eductible |
| Medical Out of Pocket Max | \$5,000/\$10,000 | \$5,000/\$ | 10,000 | | \$3,000/\$6,000 | \$4,500/\$ | 9,000 | \$3,500/\$7,000 | \$4,500/\$ | 9,000 |
| RX Out of Pocket Max | \$500/\$1,000 | 500/1, \$1,000/\$ | | | \$500/\$1,000 | \$1,000/\$ | 2,000 | \$500/\$1,000 | \$600/\$ \$1,000/\$ | |
| hui o a separta da | A500144 000 | 4500/4 | | | #500#4 000 | 4500/4 | | A500/A4 000 | A500/A | |
| MH Out of Pocket Max | \$500/\$1,000 | \$500/\$1 | , | | \$500/\$1,000 | \$500/\$^ | , | \$500/\$1,000 | \$500/\$1 | , |
| PCP/Specialist Copays | \$20/\$35 | , | \$20/\$35 | | \$25/\$40**/\$60 | \$30/\$45 | | \$20/\$40 | \$25/\$45 | |
| Hospitalization | 10% after deductible | 10% after d | eductible | | 10% after deductible | 10% after d | eductible | 20% | 20% after d | eductible |
| RX Copays - Retail | | | | | | | | | | |
| Generic | \$7 | \$7 | , | | \$7 | \$7 | , | \$7 | \$7 | |
| Brand Name - Preferred | 10%, minimum of \$30 | 10%, minimu | | | \$30 | \$40 |) | \$30 | \$40 |) |
| Specialty | 10%, minimum of \$75 | 10%, minimu | um of \$75 | | \$7 5 | \$75 | 5 | \$75 | \$75 | 5 |
| HRA Fund | N/A | N/A | 4 | | \$750 | \$50 \$25 | | N/A | N/A | ١ |
| Out of Network | | | | | | | | | | |
| Deductible | N/A | N/A | 4 | | \$3,000/\$6,000 | \$3,000/\$ | 6,000 | N/A | N/A | ١ |
| Out of Pocket | N/A | N/A | 4 | | \$6,000/\$12,000 | \$9,000/\$ | 18,000 | N/A | N/A | 1 |
| Coinsurance | N/A | N/A | ١ | | 30%, after deductible | 30%, after d | leductible | N/A | N/A | ١ |
| Cost Per Month (10 Months) | EE Contribution | EE Contribution | Increase | | EE Contribution | EE Contribution | Increase | EE Contribution | EE Contribution | Increase |
| Employee Only | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$37.28 | \$37.28 | \$0.00 | \$37.28 | \$37.28 | \$0.00 |
| Employee + Child(ren) | \$50.00 | \$50.00 | \$0.00 | \$0.44 | \$575.84 | \$594.69 | \$18.85 | \$350.50 | \$361.46 | \$10.96 |
| Employee + Spouse | \$250.00 | \$250.00 | \$0.00 | \$7.44 | \$804.42 | \$831.27 | \$26.85 | \$559.28 | \$577.55 | \$18.27 |
| Employee + Family | \$300.00 | \$300.00 | \$0.00 | \$9.19 | \$1,017.70 | \$1,052.01 | \$34.31 | \$754.08 | \$779.16 | \$25.08 |
| | * Must meet deductible bef | ore copays/coins | surance apply | | ** Cigna Care Network Spe CCN Specialist cop | | | | • | |

This is a guide to your plans. This schedule does not include all provisions of your benefit plans.

2014 Marzano Teacher Evaluation Model

Eliminate

Learning Map





Domain 1: Classroom Strategies and Behaviors

Domain 1 is based on the Art and Science of Teaching Framework and identifies the 41 elements or instructional categories that happen in the classroom. The 41 instructional

elements

categories are organized into 9 Design Questions (DQs) and further grouped into 3 Lesson Segments to define the Observation and Feedback Protocol. **Lesson Segment** volving Routine Events **Enacted on the Spot** DQ1: Communicating DQ5: Engaging Students DQ2: Helping Students Interact with 24 Noticing When Students are Not Engaged Learning Goals and Feedback **New Knowledge** condense 1. Providing Rigorous Learning 25. Using Academic Games Identifying Critical Content Goals and Performance 26. Managing Response Rates to Organizing Students to Interact with New Scales (Rubrics) 27. Using Physical Movement Content 2. Tracking Student Progress 28. Maintaining a Lively Pace 1 element 8. Previewing New Content 29. Demonstrating Intensity and Enthusiasm 3. Celebrating Success 30. Using Friendly Controversy 10. Helping Students Process New Content 31. Providing Opportunities for Students to Talk about 11. Helping Students Elaborate on New Content DQ6: Establishing Rules and Procedures Knowledge now a monitoring technique 13. Helping Students Reflect on Learning 32. Presenting Unusual or Intriguing Information 4. Establishing Classroom Routines Organizing the Physical DQ7: Recognizing Adherence to Rules and Procedures Layout of the Classroom **DQ3: Helping Students Practice and Deepen** 34. Applying Consequences for Lack of Adherence to Rules New Knowledge and Procedures 14. Reviewing Content 35. Acknowledging Adherence to Rules and Procedures 15. Organizing Students to Practice and Deepen Knowledge DQ8: Establishing and Maintaining Effective Relationships Note: DQ refers to Design Question in 17. Helping Students Examine Similarities and with Students Differences the Marzano Art and Science of 36. Understanding Students' Interests and Backgrounds 18. Helping Students Examine Their Reasoning Teaching Framework. The 9 DQs 37. Using Verbal and Nonverbal Behaviors that Indicate 19. Helping Students Practice Skills, Strategies, and organize the 41 elements in Domain 1. Affection for Students 38. Displaying Objectivity and Control 20. Helping Students Revise Knowledge The final Design Question, DQ10: **Developing Effective Lessons Organized** into a Cohesive Unit, is contained in DQ4: Helping Students Generate and Test Hypotheses DQ9: Communicating High Expectations for All Students Domain 2: Planning and Preparing. 21. Organizing Students for Cognitively Complex Tasks 39. Demonstrating Value and Respect for Low Expectancy Students 22. Engaging Students in Cognitively Complex Tasks Involving Hypothesis Generation and Testing 40. Asking Questions of Low Expectancy Students 41. Probing Incorrect Answers with Low Expectancy Students

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Scoring Models CBLT June 21, 2017

to CTA 6/21/17

Orange County Public Schools

Average Scoring Options

- Raw Average Score
 - Each domain score is a raw average of the rated elements
- Rounded Average Score
 - Each domain score is a rounded average of the rated elements

RAW AVERAGE SCORING SAMPLES

Orange County Public Schools

Raw Average Score Sample

| | | | Control of the Contro | | | 1.5 | |
|------------|---|------------|--|------------|---|------------|---|
| | Domain 1 – 60% Domain 2 – 20% Domain 3 – 10% 2.545455 2.750000 2.400000 | | Domain 4 – 109 2.666667 | | | | |
| Innovating | 0 | Innovating | 0 | Innovating | 0 | Innovating | 0 |
| Applying | 6 | Applying | 3 | Applying | 2 | Applying | 8 |
| Developing | 5 | Developing | 1 | Developing | 3 | Developing | 4 |
| Beginning | 0 | Beginning | 0 | Beginning | 0 | Beginning | 0 |
| Not Using | 0 | Not Using | 0 | Not Using | 0 | Not Using | 0 |
| | | | | | | | |





Raw Average Score Sample

| Domain 1 – 60% 1.750000 | | Domain 2 – 20% 3.000000 | | Domain 3 – 10% 3.000000 | | Domain 4 – 10% 2.916667 | |
|----------------------------|---|----------------------------|---|----------------------------|---|----------------------------|----|
| Innovating | 0 | Innovating | 0 | Innovating | 0 | Innovating | 0 |
| Applying | 0 | Applying | 7 | Applying | 3 | Applying | 11 |
| Developing | 6 | Developing | 0 | Developing | 0 | Developing | 1 |
| Beginning | 2 | Beginning | 0 | Beginning | 0 | Beginning | 0 |
| Not Using | 0 |



Orange County Public Schools

ROUNDED AVERAGE SCORING SAMPLES

Rounded Average Score Sample

| | Domain 1 – 60% Domain 2 – 20% Domain 3 – 10% 2.750000 3.0 2.400000 2.0 | | 7.27 | | | | |
|------------|--|------------|------|------------|---|------------|---|
| Innovating | 0 | Innovating | 0 | Innovating | 0 | Innovating | 0 |
| Applying | 6 | Applying | 3 | Applying | 2 | Applying | 8 |
| Developing | 5 | Developing | 1 | Developing | 3 | Developing | 4 |
| Beginning | 0 | Beginning | 0 | Beginning | 0 | Beginning | 0 |
| Not Using | 0 | Not Using | 0 | Not Using | 0 | Not Using | 0 |



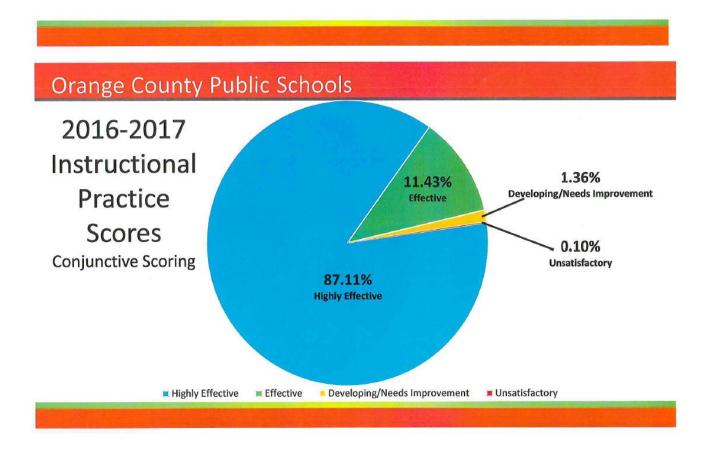
Orange County Public Schools

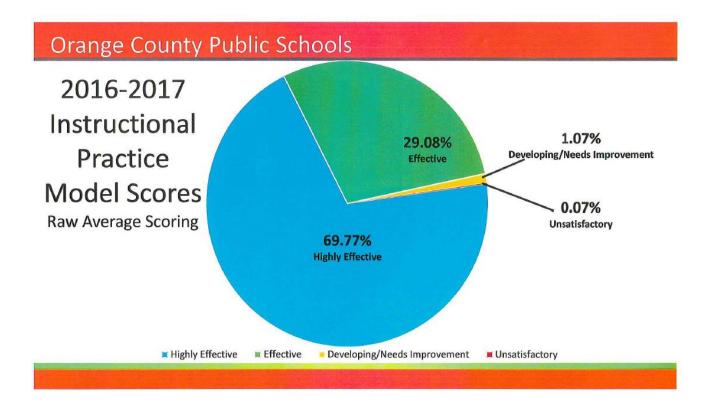
Rounded Average Score Sample

| | | | - | | | | |
|-----------------------------------|---|-----------------------------------|---|-----------------------------------|---|-----------------------------------|----|
| Domain 1 – 60% 1.750000 2.0 | | Domain 2 – 20% 3.000000 3.0 | | Domain 3 – 10% 3.000000 3.0 | | Domain 4 – 10% 2.916667 3.0 | |
| Innovating | 0 | Innovating | 0 | Innovating | 0 | Innovating | 0 |
| Applying | 0 | Applying | 7 | Applying | 3 | Applying | 11 |
| Developing | 6 | Developing | 0 | Developing | 0 | Developing | 1 |
| Beginning | 2 | Beginning | 0 | Beginning | 0 | Beginning | 0 |
| Not Using | 0 |
| | | | | | | | |



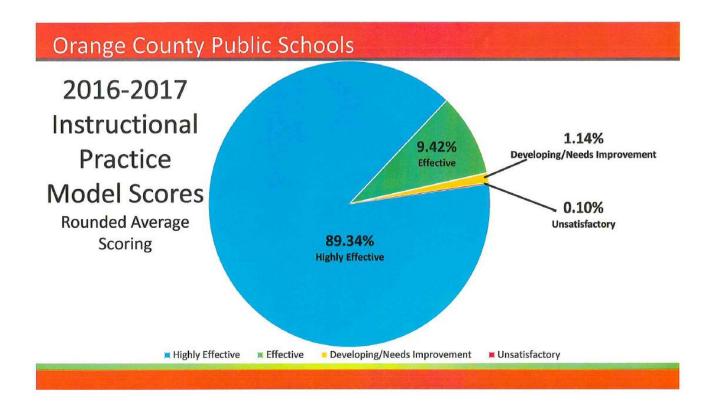
SCORING MODEL IMPACTS





Raw Average Scoring Impacts

| Instructional Practice Score Increased | 42.00% |
|--|--------|
| Instructional Practice Score Remained the Same | 35.08% |
| Instructional Practice Score Decreased | 22.92% |



Rounded Average Scoring Impacts

| Instructional Practice Score Increased | 14.17% |
|--|--------|
| Instructional Practice Score Remained the Same | 84.15% |
| Instructional Practice Score Decreased | 1.68% |