

**Bargaining Minutes
JUNE 21, 2017
CTA OFFICE**

Attending:

Maribel Aponte	CTA	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 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

- 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

for 2017
6/21/17

Health Insurance Renewal 2017/2018						
2016/2017				2017/2018		
		Employee Cost	Total Cost	Total 2017/18 Cost	Employee Cost	Employee Increase
Plan A - Local Plus (5,349 Employees; 12,149 Members)						
Plan A	Employee Only	\$0.00	\$814.60	\$843.11	\$0.00	\$0.00
	Employee + Child(ren)	\$50.00	\$864.60	\$894.86	\$50.44	\$0.44
	Employee + Spouse	\$250.00	\$1,064.60	\$1,101.86	\$257.44	\$7.44
	Employee + Family	\$300.00	\$1,114.60	\$1,153.61	\$309.19	\$9.19
Plan B - HRA (2,944 Employees; 3,628 Members)						
Plan B	Employee Only	\$37.28	\$851.88	\$881.70	\$37.28	\$0.00
	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	\$1,832.30	\$1,896.43	\$1,052.01	\$34.31
Plan C - OAPIN Plan (12,471 Employees; 18,243 Members)						
Plan C	Employee Only	\$37.28	\$851.88	\$881.70	\$37.28	\$0.00
	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 MOOP \$500 to \$1000
	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
	HRA from \$750 to \$250	
	Office Visits \$20/\$40/\$60 to \$30/\$45/\$65	

Document #2

10 CTA
6/2/17

Health Insurance Renewal 10/01/2017 - 09/30/2018									
	2016/2017 Local Plus*	2017/2018 Local Plus*	2016/2017 HRA (In/Out Network)	2017/2018 HRA (In/Out Network)	2016/2017 OAPIN	2017/2018 OAPIN			
Deductible (Individual/Family)	\$250/\$500	\$250/\$500	\$1,500/\$3,000	\$2,000/\$4,000	\$0	\$100/\$200			
Coinsurance	10% after deductible	10% after deductible	10% after deductible	20% after deductible	20%	20% after deductible			
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/\$1,000	\$500/\$1,000	\$500/\$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 deductible	10% after deductible	20% after deductible	20%	20% after deductible			
RX Copays - Retail									
Generic	\$7	\$7	\$7	\$7	\$7	\$7			
Brand Name - Preferred	10%, minimum of \$30	10%, minimum of \$40	\$30	\$40	\$30	\$40			
Specialty	10%, minimum of \$75	10%, minimum of \$75	\$75	\$75	\$75	\$75			
HRA Fund	N/A	N/A	\$750	\$250	N/A	N/A			
Out of Network									
Deductible	N/A	N/A	\$3,000/\$6,000	\$3,000/\$6,000	N/A	N/A			
Out of Pocket	N/A	N/A	\$6,000/\$12,000	\$9,000/\$18,000	N/A	N/A			
Coinsurance	N/A	N/A	30%, after deductible	30%, after deductible	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 before copays/coinsurance apply ** 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: CTA Proposal						
	2016/2017 Local Plus*	2017/2018 Local Plus*			2016/2017 HRA (In/Out Network)	2017/2018 HRA (In/Out Network)		2016/2017 OAPIN	2017/2018 OAPIN	
Deductible (Individual/Family)	\$250/\$500	\$250/\$500			\$1,500/\$3,000	\$2,000/\$4,000		\$0	\$100/\$200	
Coinsurance	10% after deductible	10% after deductible		10% after deductible	10% after deductible		20%	20% after deductible		
					20% after deductible					
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	500/1,000		\$500/\$1,000	\$1,000/\$2,000		\$500/\$1,000	\$600/\$1200		
		\$1,000/\$2,000								
MH Out of Pocket Max	\$500/\$1,000	\$500/\$1,000			\$500/\$1,000	\$500/\$1,000		\$500/\$1,000	\$500/\$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 deductible			10% after deductible	10% after deductible		20%	20% after deductible	
RX Copays - Retail										
Generic	\$7	\$7			\$7	\$7		\$7	\$7	
Brand Name - Preferred	10%, minimum of \$30	10%, minimum of \$30			\$30	\$40		\$30	\$40	
		10%, minimum of \$40								
Specialty	10%, minimum of \$75	10%, minimum of \$75			\$75	\$75		\$75	\$75	
HRA Fund	N/A	N/A			\$750	\$600		N/A	N/A	
						\$250				
Out of Network										
Deductible	N/A	N/A			\$3,000/\$6,000	\$3,000/\$6,000		N/A	N/A	
Out of Pocket	N/A	N/A			\$6,000/\$12,000	\$9,000/\$18,000		N/A	N/A	
Coinsurance	N/A	N/A			30%, after deductible	30%, after deductible		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	\$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 before copays/coinsurance apply				** Cigna Care Network Specialist copayment ; CCN Specialist copay is the higher amount			Non-		

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

2014 Marzano Teacher Evaluation Model

Learning Map

Eliminate 7 elements,
Condense DO 5

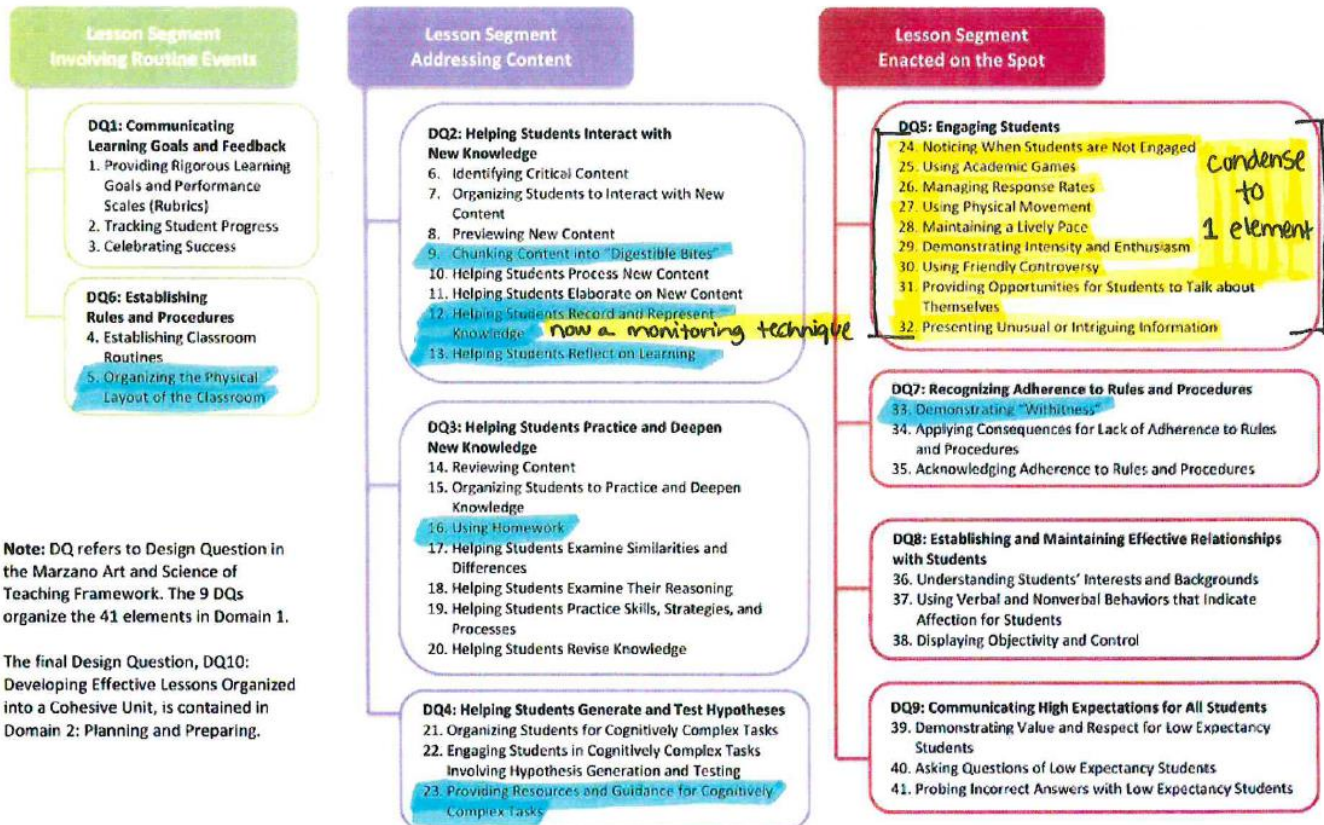
Learning Sciences
MARZANO
CENTER

Learning Sciences International
LEARNING AND PERFORMANCE MANAGEMENT

to CTA
6/21/17

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 categories are organized into 9 Design Questions (DQs) and further grouped into 3 Lesson Segments to define the Observation and Feedback Protocol.



Note: DQ refers to Design Question in the Marzano Art and Science of Teaching Framework. The 9 DQs organize the 41 elements in Domain 1.

The final Design Question, DQ10: Developing Effective Lessons Organized into a Cohesive Unit, is contained in Domain 2: Planning and Preparing.

Orange County Public Schools



Scoring Models

CBLT

June 21, 2017

to CTA
6/21/17

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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

Raw Average Score Sample

Domain 1 – 60% 2.545455		Domain 2 – 20% 2.750000		Domain 3 – 10% 2.400000		Domain 4 – 10% 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	Not Using	0	Not Using	0	Not Using	0



ROUNDED AVERAGE SCORING SAMPLES

Orange County Public Schools

Rounded Average Score Sample

Domain 1 – 60% <small>2.545455</small> 3.0		Domain 2 – 20% <small>2.750000</small> 3.0		Domain 3 – 10% <small>2.400000</small> 2.0		Domain 4 – 10% <small>2.666667</small> 3.0	
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

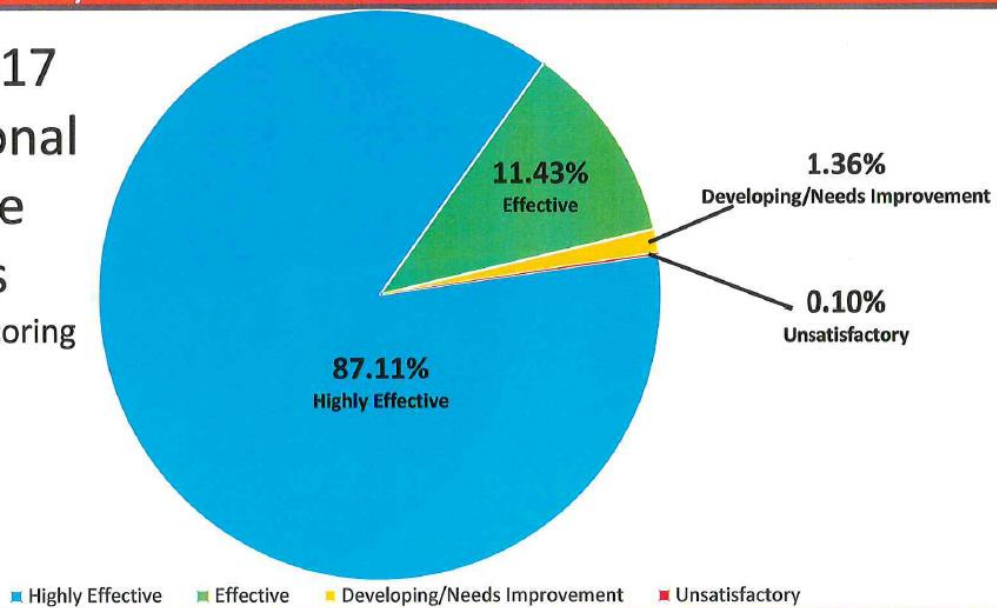
Domain 1 – 60% <small>1.750000</small> 2.0		Domain 2 – 20% <small>3.000000</small> 3.0		Domain 3 – 10% <small>3.000000</small> 3.0		Domain 4 – 10% <small>2.916667</small> 3.0	
Innovating	0	Innovating	0	Innovating	0	Innovating	0
Applying	0	Applying	7	Applying	3	Applying	11
Developing	6	Developing	0	Developing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



SCORING MODEL IMPACTS

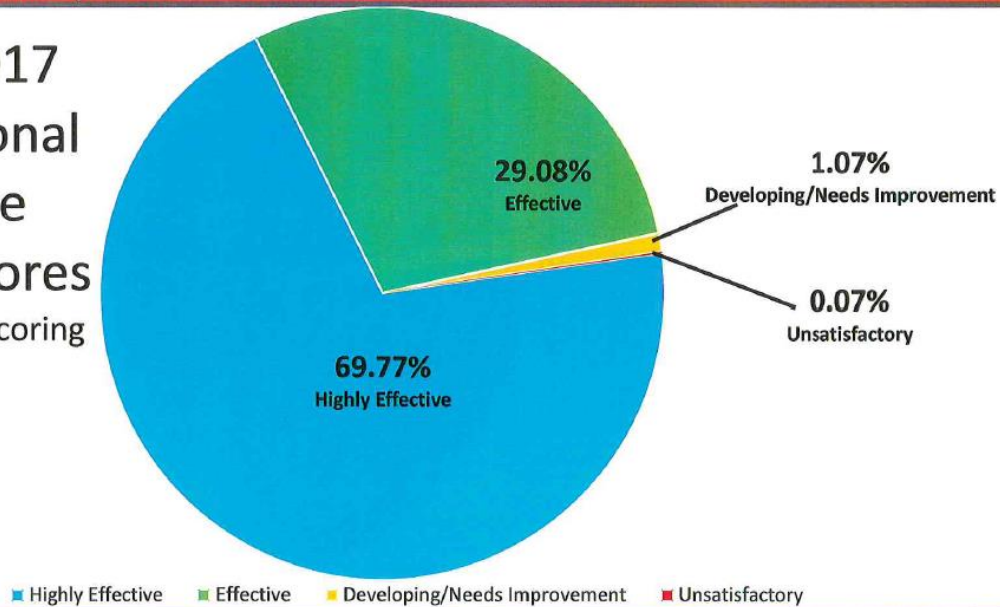
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2016-2017
Instructional
Practice
Scores
Conjunctive Scoring



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2016-2017 Instructional Practice Model Scores Raw Average Scoring



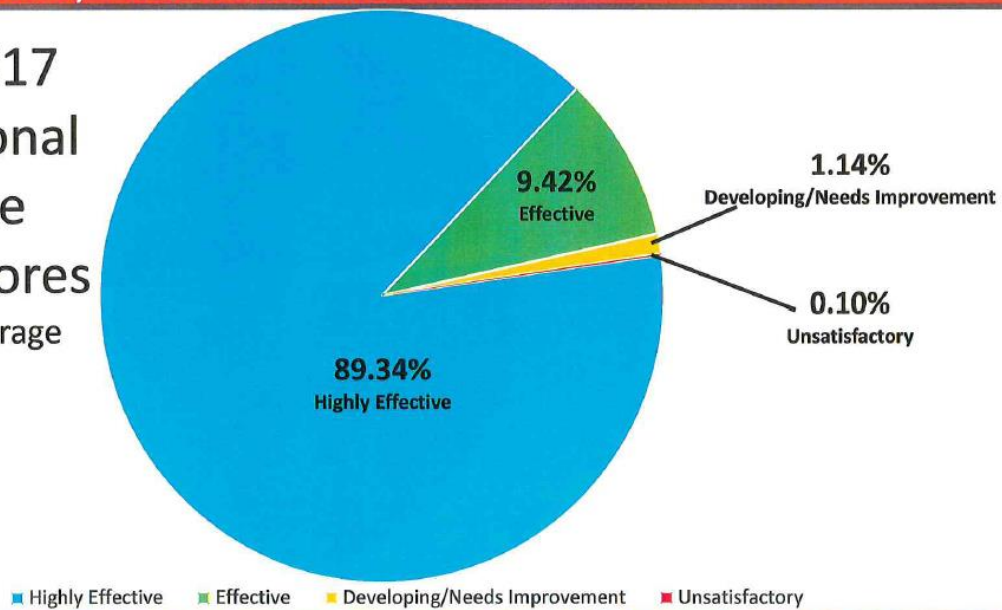
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Raw Average Scoring Impacts

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

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2016-2017 Instructional Practice Model Scores Rounded Average Scoring



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Rounded Average Scoring Impacts

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