

Bargaining Minutes
March 15, 2017
Discovery Middle School

Attending:

Maribel Aponte	CTA	Bill Floyd	District	Mark Mitchell	CTA
David Azzarito	District	Alex Heidelberg	District	Megan Oates	CTA
LeighAnn Blackmore	District	Allison Kirby	District	Clay Phillips	CTA
Doreen Concolino	District	Sharon Leonard	CTA	Ron Pilgrim	District
Albert Davies	CTA	Lisa Marie Lewis	CTA	Kenrick Pratt	CTA
Wendy Doromal	CTA	Michael Marzano	CTA	Krista Russell	District
Jason Duke	District	Clinton McCracken	CTA	Patricia Walker	District
Gloria Fernandez	District	Phyllis Mills	CTA	Tom Winters	CTA
				Stephanie Wyka	District
				Rea Xenja	CTA

Guests: Stephanie Heron from Employment Services; Brandon McKelvey from Research, Accountability and Grants

Gatekeeper: Jason Duke

Agenda:

Reduction in Force

Involuntary displacement

Union rights:

- New employee orientation
- Great Beginnings
- CTA & Faculty meetings

Evaluation

Salary

Student Learning Growth

- Aggregation data
- Email for crosswalk
- Email for what to have for appeals
- Appeal Management Survey
 - Can be tweaked for the IP

Reduction in Force/Involuntary Displacement

CTA is concerned that schools are merging and teachers don't understand why they are being placed by their instructional practice score. CTA maintains that the contract is clear concerning involuntary transfers.

Stephanie Heron from Employment Services explained that PSC teachers cut for budget reasons will be put on an unassigned list and will be placed at other schools. Annual contract teachers will be non-

reappointed. Employment Services will be holding a Transfer Fair in May after the reappointment process is finished and her department will be sending principals a list of 3.0 annual contract teachers who were non-reappointed.

Florida Statute states that a workforce reduction at a school or in a school district retains teachers based upon program needs and performance evaluations. FS. 1012.33 (5):

If workforce reduction is needed, a district school board must retain employees at a school or in the school district based upon educational program needs and the performance evaluations of employees within the affected program areas. Within the program areas requiring reduction, the employee with the lowest performance evaluations must be the first to be released; the employee with the next lowest performance evaluations must be the second to be released; and reductions shall continue in like manner until the needed number of reductions has occurred. A district school board may not prioritize retention of employees based upon seniority.

Union Rights

CTA feels they are not being allowed to have enough contact with new employees, contract language only gives CTA access to Great Beginnings. It was asked if there are more Great Beginnings sessions after the first of the year. The District responded and stated that there are mini sessions throughout the year. CTA would like to have access to those sessions. Mr. Pilgrim said the District and CTA can work together to have a solution for better contact with new employees.

There was also discussion about school association representatives having access to teachers after faculty meeting and to be able to distribute information via email about meetings. The CBLT worked together on a proposal to give site Association Reps an opportunity to hold a meeting once a month during non-student contact time, and the site Association Rep will be given an opportunity to send an Association approved email message related to Association business to all instructional personnel at a school site. This was TA #6 and MOU #9 and is attached to these minutes. (Document 1)

Evaluations

CTA proposed that all effective teachers should be retained unless there are budget cuts. This would promote stability and retention for our teachers in Orange County. The District pointed out there is a bill proposed in the legislature that will prohibit School Boards from adopting any conditions or terms altering the term of a teacher's one year contract. (Senate Bill 856 and House Bill 373) District will take the proposal under advisement. (see Document 2)

Stephanie Wyka proposed some changes to the Evaluation article

- Cat 4 Article X.B.5 – consider 99 duty day or less assigned to cat 4, teacher on 99th or there after assigned to cat 4
 - There was some discussion and many members felt that 80 days didn't need to be changed. However, the February 1 date was discussed and the group felt that date needed to be moved back. The CBLT agreed to delete the Feb 1 date, but keep the language about 80 student days

- If a teacher is hired after November 1, the number of observations to be informals and 1 formal.
 - Trying to get 2 informals and 1 formal completed between Nov 1 and Winter Break is very problematic.
- Change 45 days to 25 days for teachers to submit their Deliberate Practice
 - CTA was concerned that 25 days would not be long enough with teachers having to deal with the beginning of school. The group decided to leave the days the same.
- CTA proposed that Category 2A teachers receive only one evaluative observation for Domain 4. The other would be non-evaluative. Agreement was reached.

The parties agreed to TA #8 and #9 (Documents 3 and 4)

CTA proposed new language in February for Deliberate Practice. No negative scores.

The proposal: .4 for Innovating (keep), .3 for Applying (keep), change Developing from 0 to .2, change Beginning from -.1 to 1, change Not Using from -.2 to 0. The District has concerns that teachers will refuse to complete a Deliberate Practice using these range of scores and wants more time to consider.

Student Learning Growth

Brandon McKelvey continued discussion about aggregation with respect to the number of students and tests that a teacher would have...with multiple classes. Sometimes, there are not enough students taking a particular test to develop a statistical model. Mr. McKelvey suggested to use multiple measures of student growth which would then be weighted on the number of students taking those tests to be combined into an overall student learning growth score. This led to TA #10 (Document 5)

Assessment Crosswalk emails...Mr. McKelvey proposed to provide information explaining how to use the Crosswalk to the teachers through a News You Can Use and provide an update at a later time in the year in the event that tests change. This update would go out prior to the last workday of the 3rd nine weeks. Mr. McKelvey will bring a sample of the email to a future bargaining session.

Mr. McKelvey also discussed having an email sent to teachers after the Instructional Practice scores are distributed to remind teachers to obtain and keep a copy of their Survey 2 and 3 class rosters. He will provide a sample at a future bargaining session.

The next meeting is April 26 at CTA from 8 AM to Noon.

Document 1

Joint Proposal
March 15, 2016
TA #67
MOU #89

Article IV.

B. Site Association Representatives

1. Upon conclusion of any faculty meeting, the site Association Representative shall be given the opportunity to make announcements relating to Association business. Continued attendance by employees shall be voluntary.

Once a month the site Association Representative(s) shall be given the opportunity to hold a meeting during non-student contact time of all instructional personnel at a school site to make announcements relating to Association business. Attendance by employees shall be voluntary.

The site Association Representative(s) shall be given the opportunity to send an Association-approved email message related to Association business to all instructional personnel at a school site.

Article IV. Section D.

4. The Superintendent or designee shall receive a copy of all materials/communications to be distributed district-wide, either through the courier or through email, at least one business day prior to distribution. This shall include Association approved email messages distributed through site association representative(s). The administrator shall receive a copy of all materials/communications to be distributed in the school. When the Association disseminates information without utilizing any District resources such as mailbox, email or courier, the Association is not required to produce a copy to any administrator. Emails that are notices for Association meetings at the Association's office do not have to be sent to the District.

Krista Russell
Stephanie Wynn
Jason Duke
Debra Blackmore
D. J. A. S.
Chy R.
Michael Malzer
Rea T. Kja
Dr. Fernandez
Fabrizio M. S.
Russell C. J.
Kerrick A. Pratt
Wendy S. Doran
Marilyn Aponte
Phyllis J. Mills
Megan Oates
Sharon Leonard
Thomas G. Ventura
Clinton McEachern
Alex Heidtberg
Doreen Cox
M. E. M.

Document 2

Orange County CTA Proposal

3/15/2017

Article VIII § F.

2. The principal shall recommend for reappointment annual contract teachers who achieve an ~~an 3.0~~ effective or higher on their Instructional Practice score. All appointments are subject to available budget allocations at the school. These teachers who are not recommended for reappointment for budget allocations shall have the opportunity to interview for vacant positions at the same time as PSC/CC, Annual and Probationary contract teachers recommended for reappointment.

Article X § E.

6. The principal shall recommend for reappointment annual contract teachers who achieve an ~~an 3.0~~ effective or higher on their Instructional Practice Score. All appointments are subject to available budget allocations at the school. These teachers who are not recommended for reappointment for budget allocations shall have the opportunity to interview for vacant positions at the same time as PSC/CC, Annual and Probationary Contract teachers recommended for reappointment.

Document 3

Article X- Proposal

March 15, 2017

TA #76

Article X, Section B.5

Teachers who taught eighty (80) student days or less between the first student day and May 1 will be assigned Category 4. ~~Teachers hired on February or thereafter will be assigned Category 4.~~ Teachers in this category shall not be required to complete the Deliberate Practice.

Article X, Section C.3.b

The number of Informal observations required for each category is:

- Category 1 and 2B: Four observations, two in the first semester and two in the second semester
 - If a Category 1 or Category 2B teacher is hired as a temporary contract teacher only two observations are required.

Article X, Section C.4.a

The number of Formal observations required for each category is:

- Category 1 and 2B: 2 observations, one in the first semester and one in the second semester
 - If a Category 1 or Category 2B teacher is hired as a temporary contract teacher only one observation is required.

Krista Russell	Vatavia Warren	W.C. Dosunop
Stephenie Lynn	B. Fernandez	Henrick A. Pratt
Jason Duke	Allison Koh	Maibet Aponte
Rigby Blackmore	6-1-17	Thomas G. Winter
Ronald A. J.	Page D. Mills	Adet
Drew Stowick	Megan Cates	Clinton McEachern
Sharm Leonard	and Lin	Michael Maize
Rae T. Vieira		

Document 4

March 15, 2017
Proposal for Domain 4
TA #89

Domain 4 –

- All Category 2A teachers will receive one non-evaluative observation and one evaluative observation for Domain 4. The non-evaluative observation will be conducted by the end of the first semester
- Category 2B and Category 1 teachers will receive 2 evaluative observations for domain 4.

Correct the 2A chart on page 20 of the Evaluation Manual

Khurree
Rancee C. B.
Doreen Conner
Patricia Walden
Dr. Fernandez
C. Y.
Christina M. Dreahon
R. H. P.
R. H. P.
Thomas E. Vinters

Sharon Leonard
Megan Cates
Myra D. Mills
W. C. Darnes
Henrick A. Patt
Michael M. H. Z.
Mark Eric M. H. Z.
Clyff
Leyla Blackmore
Stephanie W. H.

Aggregation Language Proposal

Article X. Section F.4. New Language

TA #9 10

March 15, 2017

When a particular assessment does not meet requirements for the calculation of a local student learning growth score, the results for the assessment shall be combined into the overall student learning growth score as 'Effective'. Multiple pieces of student learning growth will be weighted based on the number of students included.

Kluseell
Russell
Doreen C. C. C.
Patricia A. A.

Dr. Fernandez

C. M.

Clinton Melnick

Adrian C. C.

kg. ? Nija
Thomas E. Virtus

Stephanie C. C.

Sharon Leonard
Megan Oates

Dylan Mills

W. L. Dornier

Kenrick A. Pratt

Michael M. M.

Clyde C. C.

Adrian E. E.

Deborah Blackmore